GRAVITA

GRAVITA INDIA LTD.
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CIN : L29308RJ1992PLC006870

01st October, 2022

GIL/2022-23/34

To,

The BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400 001 Fax No.: 022-22722041 Scrip Code- 533282	The listing Department The National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block G, Bandra- Kurla Complex Bandra(east) Mumbai- 400 051 Fax No.: 022-26598237/38 Company Code- GRAVITA

Subject: - Business Responsibility and Sustainable Reporting(BRSR) for the Financial Year 2021-22.

Dear Sir/Ma'am,

In reference to our letter dated September 3, 2022, wherein the Company had submitted the Annual Report for the financial year 2021 -22, including the Business Responsibility and Sustainability Report ("BRSR") in terms of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Further, Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2021-22.

The Company has filed the BRSR in XBRL mode with the Exchange and the said report is being separately submitted.

Request you to kindly take this intimation on record.

Yours Faithfully
For **Gravita India Limited**

NITIN GUPTA

Digitally signed by NITIN GUPTA
DN: cn=NITIN GUPTA, o=N/A, ou=JAIPUR, ou=Personal, e=NITIN.GUPTA@GRAVITAINDIA.COM
Reason: I am the author of this document
Location:
Date: 2022-10-01 15:30+05:30

Nitin Gupta
(Company Secretary)
FCS-9984

Encl: As Above

Annexure-7

Business Responsibility And Sustainability Report (BRSR)

SECTION A General disclosures

SECTION B Management and process disclosures

SECTION C Principle-wise performance disclosure

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: General disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L29308RJ1992PLC006870
2	Name of the Company	Gravita India Limited
3	Year of Incorporation	1992
4	Registered office address	"Saurabh", Chittora Road, Harsulia Mod, Diggi- Malpura Road, Tehsil - Phagi Jaipur-303904 (Rajasthan) India
5	Corporate office address	Gravita Tower, A-27B, Shanti Path, Tilak Nagar, Jaipur- 302004 (Rajasthan) India
6	E-mail	info@gravitaindia.com
7	Telephone	91-141-4057800
8	Website	https://www.gravitaindia.com/
9	Financial year for which reporting is being done	2021-22
10	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11	Paid-up Capital	₹ 138,075,828
12	Name and contact details (telephone, email address) of the person for BRSR Reporting	Nitin Gupta (Company Secretary), Contact No: +91-7073332660, Email: companysecretary@gravitaindia.com
13	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Gravita India Limited.

II. Product/Services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of lead, and Lead alloys	88.71%
2	Manufacturing	Manufacturing of Aluminium and alloys	6.57%
3	Manufacturing	Manufacturing of plastics products	3.30%
4	Manufacturing	Manufacturing of Turnkey solutions	1.35 %

15. Products/Services sold by the entity (accounting for 90% of the turnover):

S. No.	Product/Services	NIC Code	% of Total Turnover contributed
1	Lead	24203	88.71%
2	Aluminium	24202	6.57%
3	Plastic Products	22209	3.30%
4	Turnkey Projects	28230	1.35%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

S. No.	Location	Number of plants	Number of offices	Total
1	National	6*	1	7
2	International#	7	3	10

* The plants in India are located in Phagi-Jaipur, SEZ- Jaipur, Gandhidham-Gujarat, Mundra-Gujarat, Chittoor-Andhra Pradesh, Kathua- Jammu

\# These are on a consolidated basis as the company is not having direct plants in overseas. Globally we operate in Ghana, Senegal, Mozambique, Tanzania, Sri Lanka, Nicaragua, USA, Singapore, Netherlands

17. Markets served by the entity

a. Number of locations served

S. No.	Number of Locations served	Number of offices
1	National (Number of states)	22
2	International (Number of countries)	33

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Gravita India Limited exports 50.55% of its total turnover of the company to countries outside.

c. Briefly explain the types of customers

Gravita today operates and provides services in four key segments: Battery Manufacturers, Cable manufacturing Industries, Paint & Pigment industries, Die Casting Industry and Plastic industries.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Particulars	Total	Male		Female	
	No. (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	390	383	98%	7	2%
Other than permanent (E)	13	13	100%	0	0%
Total employees (D+E)	403	396	98.26%	7	2%
Workers					
Permanent (F)	1117	1069	95.70%	48	4.30%
Other than permanent (G)	56	56	100%	0	0%
Total workers (F+G)	1173	1125	95.9%	48	4.30%

b. Differently abled Employees and workers:

Particulars	Total	Male		Female	
	No. (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees					
Permanent (D)	2	2	100%	0	0%
Other than permanent (E)	0	0	0%	0	0%
Total employees (D+E)	2	2	100%	0	0%
Differently abled Workers					
Permanent (F)	0	0	0%	0	0%
Other than permanent (G)	0	0	0%	0	0%
Total Differently abled workers (F+G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	6	1	16%
Key Management Personnels*	5	0	0%

*As per the Companies Act 2013, KMP includes the MD and WTD. So, the MD & WTD is included in the board also as well as in the KMP head also.

20. Turnover rate for permanent employees and workers

Category	FY 2022			FY 2021			FY 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	11%	2%	13%	15%	1%	16%	3%	1%	3%
Permanent workers	41%	1%	42%	26%	1%	27%	20%	2%	2%

V. Holding, Subsidiary and Associate Companies (including Joint ventures)

21. Names of holding / subsidiary / associate companies / joint ventures

S. no.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gravita Infotech Limited	Wholly Owned Subsidiary	100%	No
2	Noble Build Estate Private Limited	Wholly Owned Subsidiary	100%	No
3	Gravita Ghana Limited	Wholly Owned Subsidiary	100%	No
4	Gravita Senegal SAU	Wholly Owned step-down Subsidiary	100% (through Gravita Netherlands BV)	No
5	Gravita Mozambique LDA	Wholly Owned step-down Subsidiary	Through Gravita Netherlands BV 96.38%, through Gravita Global Pte Limited 3.62%	No
6	Gravita Global Pte. Limited	Wholly Owned Subsidiary	100%	No
7	Gravita Netherlands B.V	Wholly Owned step-down Subsidiary	100% (through Gravita Global PTE Limited)	No
8	Navam Lanka Limited	Step down Subsidiary	52% (through Gravita Netherlands BV)	No
9	Gravita Nicaragua S.A	Wholly Owned step-down Subsidiary	Through Gravita Netherlands BV 95%, Through Gravita Global Pte Limited 5%	No
10	Gravita Ventures Limited	Wholly Owned step-down Subsidiary	99% (through Gravita Netherlands BV)	No
11	Gravita USA Inc.	Wholly Owned step-down Subsidiary	100% (Through Gravita Netherlands BV)	No
12	Gravita Jamaica Limited	Wholly Owned step-down Subsidiary	100% (through Gravita Netherlands BV)	No
13	Recyclers Ghana Limited	Wholly Owned step-down Subsidiary	100% (through Gravita Netherlands BV)	No
14	Gravita Mali SA	Wholly Owned step-down Subsidiary	100% (through Gravita Netherlands BV)	No
15	Gravita Tanzania Limited	Wholly Owned step-down Subsidiary	Through Gravita Netherlands BV 99%, Through Gravita Global Pte Limited 1%	No
16	Mozambique Recyclers LDA	Wholly Owned step-down Subsidiary	Through Gravita Netherlands BV 98%, Through Gravita Global Pte Ltd 2%	No
17	Gravita TOGO SAU	Wholly Owned step-down Subsidiary	100% by Gravita Netherlands BV	No
18	Recyclers Gravita Costa Rica SA	Wholly Owned step-down Subsidiary	100% (Through Gravita Netherlands BV)	No

S. no.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
19	Pearl Landcon Private Limited	Associate	25% by Gravita Infotech Limited	No
20	M/s Gravita Infotech	Wholly Owned Subsidiary	49% share through Gravita India Limited & 51% Through Gravita Infotech Limited	No
21	M/s Recycling Infotech LLP	Wholly Owned Subsidiary	51% share through Gravita India Limited & 49% Through Gravita Infotech Limited	No
22	M/s Gravita Metal Inc	Wholly Owned Subsidiary	95% share through Gravita India Limited & 5% Through Gravita Infotech Limited	No

Note: the above details are as on March 31, 2022.

VI. CSR Details

22.

i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. If yes, Turnover - ₹ 1,894.18 Crores

iii. Net worth - ₹ 207.89 Crores

VII. Transparency and disclosure compliances

23. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC) –

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022			FY 2021		
	(If Yes, then provide web-link for grievance redress policy)	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes, Gravita India Limited has a Grievance redressal mechanism in place for all oi its stakeholders. The policy can be accessed through below web link: http://www.gravitaindia.com/wp-content/uploads/pdf/whistle-blower-policy.pdf.	NIL	NIL	-	NIL	NIL	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022			FY 2021		
	(If Yes, then provide web-link for grievance redress policy)	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Investors		NIL	NIL	-	NIL	NIL	--
Shareholders		29	0	Most of the complaints are of non-receipt of dividend warrants, Annual reports & clarification regarding shares.	28	0	Most of the complaints are of non-receipt of dividend warrants, Annual reports & clarification regarding shares.
Employees and workers		NIL	NIL	-	NIL	NIL	-
Customers		NIL	NIL	-	NIL	NIL	-
Value Chain Partners		NIL	NIL	-	NIL	NIL	-
Other (please specify)		NIL	NIL	-	NIL	NIL	-

24. Overview of the entity's material responsible business conduct issues

Gravita India Limited has conducted its comprehensive materiality assessment in FY 2022 to identify their ESG-related material topics which have been further categorized as per their business impact and priorities of implementation. We have identified 20 material issues imperative for our sustainable business operations, and which create long term impact. The top 3 material issues are detailed in the following table:

S. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emissions	O and R	**Opportunity:** The company is uniquely positioned in the market for reclamation of scrap, thereby ensuring a second life of the materials and reducing the primary extraction and the emissions from it. Recycling reduces energy consumptions upto 90% as compared to production through primary sources and reduces GHG emissions.	NA	**Positive:** Through its advanced State of the art environment- friendly processes and use of renewable energy company is able to ensure a positive financial impact.

S. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Risk: During the process of recycling there is GHG emission due to which company has to focus on reduction of emissions, improved energy management and adoption of renewable energy in the operations.	Company is constantly striving to improve its technology to ensure eco-friendly practices through the product life cycle & in-turn reducing carbon footprint. Further company is also focusing on using alternative sources of energy to reduce GHG emissions.	
2	Code of Conduct	O	Helps in alignment with the business's core values and operating in an ethical manner, as per governing laws as well.	NA	**Positive-** Better work environment leading to overall business success, reputation, and development of employees
3	Employee health and safety	R	Has an impact on the overall productivity and wellbeing of employees	Focusing on training and awareness programs to reduce the instances of accidents, as well as wellbeing programs. The company has made it mandatory to use Personal Protection Equipment kit for safety of workers.	**Negative-** Any workplace incident that impacts an employee's health and safety will result in hospitalization charges, litigation charges, regulatory charges, long term health impacts to employee, and damage to company's reputation

SECTION B: Management and process disclosures

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

1. Policy and Management Issues

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1b	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1c	Web Link of the Policies, if available	1. Business Responsibility Policy https://gravitaindia.com/wp-content/uploads/pdf/BRpolicy.pdf 2. Code of Conduct https://www.gravitaindia.com/wp-content/uploads/2022/05/Code-of-conduct.pdf 3. Whistle Blower Policy http://www.gravitaindia.com/wp-content/uploads/pdf/whistle-blower-policy.pdf 4. Related Party Transaction Policy https://www.gravitaindia.com/wp-content/uploads/2022/05/RPT-policy.pdf 5. Policy for determining material subsidiary http://www.gravitaindia.com/wp-content/uploads/pdf/material-subsidiaries-policy.pdf 6. Nomination and Remuneration policy http://www.gravitaindia.com/wp-content/uploads/pdf/nomination-remuneration-policy.pdf 7. Corporate Social Responsibility https://www.gravitaindia.com/wp-content/uploads/2022/07/CSR-POLICY.pdf 8. Succession planning policy http://gravitaindia.com/wp-content/uploads/pdf/succession-planning-policy.pdf 9. Sexual Harassment policy http://www.gravitaindia.com/wp-content/uploads/pdf/sexual-harassment-policy.pdf 10. Policy on control and maintenance of Stationery http://gravitaindia.com/wp-content/uploads/pdf/Policy%20on%20statonary.pdf 11. Risk Management policy http://www.gravitaindia.com/wp-content/uploads/pdf/risk-management-policy.pdf 12. Materiality of Events and information http://www.gravitaindia.com/wp-content/uploads/pdf/materiality-of-events-and-information-policy.pdf 13. Preservation of Archives and documents policy http://www.gravitaindia.com/wp-content/uploads/pdf/preservation-policy.pdf 14. Familiarization policy http://www.gravitaindia.com/wp-content/uploads/pdf/familarization-policy.pdf									

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
		15. Dividend Distribution policy http://gravitaindia.com/wp-content/uploads/pdf/FY21/Dividdend%20Distribution.pdf 16. Board Diversity Policy https://www.gravitaindia.com/wp-content/uploads/2022/05/Board-diversity.pdf 17. Human Right Policy https://www.gravitaindia.com/wp-content/uploads/2022/08/Human-Rights-policy.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Company has adopted various standards specified by the International Organization for Standardization (ISO). These are: a. ISO 9001: 2015 for Quality management system. b. ISO 14001: 2015 for Environment management system. c. ISO 45001: 2018 Health and Safety management system. d. 2 (Two) International Lead Association approved plants Phagi, Rajasthan & Chittoor, Andhra Pradesh] Apart from these, other standards which the Company is following with are: ● National Voluntary Guidelines (NVG) given by Ministry of Corporate Affairs for Social, Environment and Economic responsibility of business. The policies related to all principles are formulated with detailed consultation with relevant stakeholders as per industry framework and market standards, as per management guidelines within the applicable legal and regulatory framework requirements, at national and international level.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the Chairman Message as given in the Annual Report.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Gravita has prepared its ESG Vision and set targets in FY 2022. The performance against these targets will be disclosed in the next financial year.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

We are committed to align our operations with the business responsibility principles, accordingly we have taken steps in the recent past. We are a Recycling company; hence, it is critical as well as challenging for us to keep our operations environmentally and socially sustainable. To address these challenges systematically and identify our most critical intervention areas, we performed ESG materiality assessment for this year. Along with that, we have taken measures to eliminate any levels of discrimination and human rights violations in the company. The company is taking feedback from all stakeholders, employees and workers for the business to grow sustainably and equitably.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Rajat Agrawal, Managing Director & Mr. Yogesh Malhotra, WTD & CEO, of the company will oversee the implementation of Business Responsibility policies.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

The relevant policies are administered by the Departmental Heads who report to the Management of the Company who is responsible for monitoring and overseeing all policy implementation.

10. Details of Review of NGRBCs by the Company

	Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Subject for Review	**b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Policies of the Company are reviewed periodically or on a need basis by department heads, business heads or the functional heads. During this review, the efficacy of the policy is reviewed, and necessary changes are implemented.								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	As per the requirement of laws applicable to the company.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Not Applicable

SECTION C: Principle-wise performance disclosure

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year

S. No	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
1	Board of Directors	1	They have been given awareness trainings for the Code of conduct policy. They were provided with brief synopsis of the business segments of the company along with training programmes being conducted by the company in this FY.	100%
2	Key Managerial Personnel	1	They have been given awareness trainings for the Code of conduct policy.	100%
3	Employees other than BOD and KMPs	6	Trainings are imparted through online and classroom modes, as well as on the job as per requirement. They include: 1. Code of conduct 2. POSH 3. Process orientation trainings 4. Soft skills development trainings 5. Health & Safety 6. Skill up gradation Training Programmes	55%
4	Workers	12	1. Quality Policy & Objective 2. IMS Awareness 3. Fire Fighting & Safety 4. Preventive Maintenance 5. House Keeping/5S 6. HIRA Awareness 7. Health & Safety 8. General Awareness on Emergency Situation 9. On Job Training 10. Awareness of PPE's 11. Aspects & Impacts 12. Training on ISO	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2022

No material monetary & non-monetary fines/penalties were paid in FY 2022.

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or nonmonetary action has been appealed

Not Applicable

4. Does the entity have an anti-corruption policy or antibribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The policy related to the prevention of bribery and corruption is embedded in the Company's Codes of Conduct

(viz, Code of Conduct for Employees, Code of Conduct for Directors and Senior Management and Supplier Code of Conduct), Whistle Blower Policy and HR policies and practices. The required steps to ensure proper reporting of incidents are outlined in the Whistle Blower policy. All complaints received from whistleblowers are placed before the Audit Committee and the Board of Directors on a quarterly basis. The Company also creates awareness about the Whistle Blower mechanism and Code of Conduct to ensure proper implementation of the Codes. The relevant policies can be accessed at **http://www.gravitaindia.com/wp-content/uploads/pdf/whistle-blower-policy.pdf**

5. Number of Directors / KMPs / Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption

S. No.	Segment	FY 2022	FY 2021
1	Directors	NIL	NIL
2	Key Managerial Personnel	NIL	NIL
3	Employee	NIL	NIL
4	Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

S. No.	Segment	FY 2022		FY 2021	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

S. No.	Segment	FY 2022	FY 2021	Details of improvements in environmental and social impacts
1	R&D*	NIL	NIL	-
2	Capex	INR 6.00 crores	Nil	Company has installed a total of 1,300 KW of Solar Energy Generation system at its manufacturing facilities located in India. This solar installation is expected to generate nearly 20 Lakh KWh of energy per year and will help to fulfill the vision of the company by reducing carbon emissions around 1,550 tonnes per year. This will also help to fulfill 12% of Gravita's total energy requirement with reduction in cost of production and enhance operational efficiencies. Going forward company has plans to consume 50% of its power needs through renewable energy resources by 2035.

* Research and Development is an ongoing process in the company which are carried out by a Turnkey division of the company situated at SEZ, Jaipur.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, Gravita has the proper procedure for sustainable sourcing. The Company endeavors to focus on protection of environment, stakeholders' interest and cost effectiveness while procuring any raw material or goods. The main raw materials – Battery, Aluminum and plastic scrap are collected from traders, Corporates and OEM's who are well-reputed global players. Adequate steps are taken for safety during transportation and optimization of logistics, which, in turn, help to mitigate the impact on climate.

b. If yes, what percentage of inputs were sourced sustainably?

At present, 45% of inputs sources are sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

Gravita engages certified e-waste handlers for disposal of e-waste. The Hazardous waste is sent to government authorised agencies for environmentally safe disposal. In case of other waste which includes food waste, it gets converted to manure

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	383	383	100%	383	100%	-	-	NIL		NIL	
Female	7	7	100%	7	100%	7	100%	NIL		NIL	
Total	390	390	100%	390	100%	7	100%	NIL		NIL	
Other than Permanent Employees*											
Male	13	13	100%	13	100%	-	-	NIL	-	NIL	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	13	13	100%	13	100%	-	-	-	-	-	-

*Non-Permanent employees – Non-Permanent Employees are contracted via a 3rd party and the responsibility related to the information shared above lies with the contractor. Gravita ensures that the contractors meet the statutory requirements.

b. Details of measures for the well-being of workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1069	1069	100%	1069	100%	-	-	0		0	
Female	48	48	100%	48	100%	48	100%	0		0	
Total	1117	1117	100%	1117	100%	48	100%	0		0	
Other than permanent workers*											
Male	56	56	100%	56	100%	-	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-	-
Total	56	56	100%	56	100%	-	-	-	-	-	-

*Non-Permanent Workers – Non-Permanent workers are contracted via a 3rd party and the responsibility related to the information shared above lies with the contractor. Gravita ensures that the contractors meet the statutory requirements.

2. Details of retirement benefits for Current and Previous FY

S. No.	Category	FY 2022			FY 2021		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI*	100%	100%	Y	100%	100%	Y

*All eligible employees and workers on whom ESI is applicable as per ESI Act 1948 are covered under ESI. For the business location, which does not come under purview of ESI, the workforce which is not included here are covered through workmen compensation.

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is committed to embracing inclusion and diversity in its campuses. The Company's facilities have the necessary infrastructure in place to ensure access and inclusion for differently abled staff.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company encourages diversity in the workplace. Gravita is an Equal Opportunity Employer and does not follow or support any discrimination based on caste, gender, sexual orientation, religion, ethnicity or physical disabilities. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination. The Policy can be accessed here: **http://gravitaindia.com/wp-content/uploads/2022/07/Code-of-Conduct.pdf**

5. Return to work and Retention rates of permanent employees that took parental leave

No employee has taken a parental leave in the last 2 years.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief.

Yes

1	Permanent employee	We have instilled the Grievance Redressal Mechanism in place to resolve the issues of employees. It covers Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection. The contact details are mentioned in our Whistle Blower Policy. The investigation of the complaints are done both internally as well as through an external investigator if decided by the Audit committee. The investigation is generally completed within 45 days after filing of the complaint. http://www.gravitaindia.com/wp-content/uploads/pdf/whistle-blower-policy.pdf
2	Other than Permanent Employees	Non-permanent workers on Gravita Plants are contracted via a 3rd party and their grievance redressal mechanism rests with the contractors. Gravita India Limited ensures that all norms and regulations while working on plants are met and safety precautions are adhered to .
3	Permanent Workers	The Grievances/Works Committee is in force under the Factories Act 1948, to redress any Grievance. The committee for workers is filed level committee within the reach of workers. Permanent workers are also covered under Whistle blower policy. It covers Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection. The contact details are mentioned in our Whistle Blower Policy. http://www.gravitaindia.com/wp-content/uploads/pdf/whistle-blower-policy.pdf
4	Other than Permanent Workers	Workers are engaged on contractual basis can report their grievances to their respective contractor representative or the Plant Head. The contractor is expected to take the required action to address the worker grievances, and if required, can raise the grievance to HR and respective functional heads.

7. Membership of employees in association(s) or Unions recognised by the listed entity

The company does not have any Trade Unions.

8. Details of training given to employees*

Category	FY 2022					FY 2021				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	383	208	54.30%	208	54.30%	303	200	66%	165	54.45%
Female	7	7	100%	7	100%	11	11	100%	11	100%
Total	390	215	55.12%	215	55.12%	314	211	67.19%	176	56.05%
Workers										
Male	1069	1069	100%	1069	100%	847	847	100%	847	100%
Female	48	48	100%	48	100%	44	44	100%	44	100%
Total	1117	1117	100%	1117	100%	891	904	100%	891	100%

*The above data excludes Non-permanent employees and workers

9. Details of performance and career development reviews of employees and workers*:

The Company has an inbuilt procedure for ensuring the conduct of Performance Appraisal of employees and workers by the respective head of the department/company in a fair and impartial manner. Every employee and worker have to first evaluate themselves first then their evaluation is done by their Head of the Department against their performance in the respective tenure.

	FY 2022			FY 2021		
Category	**Total (A)**	**No (B)**	**% (B/A)**	**Total (C)**	**No (D)**	**% (D/C)**
Employees						
Male	383	383	100%	303	303	100%
Female	7	7	100%	11	11	100%
Total	390	390	100%	314	314	100%
Workers						
Male	1069	1069	100%	847	847	100%
Female	48	48	100%	44	44	100%
Total	1117	1117	100%	891	891	100%

*The above data excludes Non-permanent employees and workers

10. Health and Safety Management System

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?

Yes, all plants of company have implemented ISO 45001 – Occupational, Health and Safety Management System and the scope of certification covers product manufacture and supply.

b. What are the processes used to identify work related hazards and assess risks on a routine and non-routine basis by the entity?

To ensure adherence to prescribed safety norms, teams visit workplaces/locations to carry out inspections and assessments of potential hazards that could harm workers. Teams interact with the workmen and explain hazards and risks involved in allocated activities. The Company also has a Hazard Identification and Risk Assessment (HIRA) process that involves identification of existing as well as potential routine and non-routine workplace hazards viz., periodic review of risks, determining and implementing a hierarchy of controls for safe operations. Hazards related to working at height, working in confined spaces, hot works, conveyor belts, inadequate guarding, maintenance, etc. are covered under the HIRA register.

c. Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, the workers can report any work-related hazards to the head through suggestion kits, and direct communication. The management takes immediate action on receiving any such complaint.

d. Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes / No)

Yes, employees and workers have access to non-occupational medical and healthcare services. Medically qualified doctors, paramedic and support staff cover all shifts to support any medical emergencies. The Company has tied up with well-established hospitals to deal with any kind of incident, accident or medical emergency. Employees are required to undergo an annual health check-up and healthcare advice is provided. Medical insurance facilities are provided to employees and their dependents.

11. Details of safety related incidents, in the following format

	Safety Incident/Number	**Category**	**FY 2022**	**FY 2021**
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0	0
2	Total recordable work-related injuries	Employees	0	0
		Workers	0	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace

As a responsible employer, we conduct various health and medical checkups on regular basis by recognised institutions rolled out across different locations. Moreover, employees have access to various wellness workshops.

13. Number of Complaints on the following made by employees

There was no complaint received by employees & workers regarding Health & safety and Working conditions across the different locations in the current year as well as in the previous year.

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of plants were assessed by the company
Working Conditions	100% of plants were assessed by the company

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Planning & risk analysis identifies opportunities to eliminate hazards, and to reduce risks and adverse impacts.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

Gravita's stakeholder groups are those which are directly or indirectly impacted by it or can impact our value creation in the short, medium, or long term. Our relations with them are based on mutual trust and understanding their priorities in creating shared value.

Gravita has identified internal stakeholders like employees, workers, and board of directors, as well as external stakeholders that impact our business, like investors, suppliers, and communities. The company has also engaged with these stakeholders through different channels for conducting the materiality assessment in FY 2022.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder group	**Whether identified as Vulnerable & Marginalized Group (Yes/ No)**	**Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other**	**Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)**	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Employees	No	Intranet, Communication Meeting, Training programs, annual health Checkups, canteen Services, Covid Vaccination Drives, Residential Colony for labors at manufacturing facilities, ward fees to marginalized employees	Regularly	Learning and growth, Remuneration and benefits, Equal opportunities, Promotion of occupational, health and safety practices
Investors & Stakeholders	No	Quarterly Results, Annual Reports, Earnings Call, Analyst Meet, Press Releases	Quarterly/ half Yearly/ Annually	Transparency, Governance, Credit rating, Earnings Per Share (EPS), Communication with investors, Press Release, Exponential growth, Complaints and grievances

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer & Vendors	No	Regular Business Meetings, Customer Satisfaction Survey	Regularly	Marketing activities Online engagement through the website and linked-in
Bankers and other financial institutions	No	Credit Rating, Funding, Governance etc.	Regularly	Credit Rating, Governance
Society	Yes	Through CSR Programmes	Regularly	Improved employment opportunities, better Products, Enhanced Income, Enhanced Standard of Living

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

All employees & workers of Gravita are provided with Human Rights training. Human Rights awareness is part of the induction session by HR department. Our Human Rights Policy can be accessed at **https://www.gravitaindia.com/wp-content/uploads/2022/08/Human-Rights-policy.pdf**

	FY 2022			FY 2021		
Category	**Total (A)**	**No (B)**	**% (B/A)**	**Total (C)**	**No (D)**	**% (D/C)**
Employees						
Permanent	390	390	100%	314	314	100%
Other than permanent	13	0	0	9	0	0
Total employees	403	390	96.77%	323	314	97.21%
Workers						
Permanent	1117	1117	100%	891	891	100%
Other than permanent	56	0	0	32	0	0
Total workers	1163	1117	96.04%	923	891	96.53%

2. Details of minimum wages paid to employees and workers

All the workers are paid in compliance with the Minimum Wages Act, 1948. Additional perks and benefits like food allowances like are provided to them in addition. Our employees are paid as per industry standards and do not fall in the hourly wages category.

Category	FY 2022					FY 2021				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	383	0	0%	383	100%	303	0	0%	303	100%
Female	7	0	0%	7	100%	11	0	0%	11	100%
Other than permanent										
Male	13	0	0	13	100%	9	0	0	9	100%
Female	Nil	-								
Workers										
Permanent										
Male	1069	0	0%	1069	100%	847	0	0%	847	100%
Female	48	0	0%	48	100%	44	0	0%	44	100%
Other than permanent										
Male	56	0	0	56	100%	32	0	0	32	100%
Female	Nil	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	₹ 127.85 Lacs per annum	0	0
Key Managerial Personnel	5	₹ 62.11 Lacs per annum	0	0
Employees other than BoD and KMP	383	₹ 5.04 Lacs per annum	7	₹ 5.31 Lacs per annum
Workers	1069	₹ 1.97 Lacs per annum	48	₹ 1.49 Lacs per annum

*We have 3 executive directors who are paid compensation, rest are independent directors to whom no sitting fees is paid.

**We have one female independent Director, to whom no sitting fees is paid.

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the entity has its Human Resource department to take care of human rights of the employees & workers and resolve their grievances in the workplace.

5. Describe the internal mechanisms in place to redress grievances related to human rights issue

All the staff member and workers also have a secure and 24x7 access to raise grievances and to report anonymously suggestion boxes. Trainings are given on different level to female employees & workers on Prevention of Sexual Harassment.

6. Number of Complaints on the following made by employees and workers:

	FY 2022		FY 2021	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0
Discrimination at workplace	0	0	0	0
Child Labour	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0
Wages	0	0	0	0
Other human rights related issues	0	0	0	0

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

Our whistleblower policy has clearly laid down the guidelines to prevent retaliation against a complainant. A Complainant is saved from physical harm, loss of job, punitive work assignments, or impact on salary or wages. A complainant not satisfied with the redressal may file a written complaint to the chairman of the Audit committee.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, in certain business agreements and contracts where relevant. It is clearly written that all the statutory obligations applicable at the place of work have to be followed.

9. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100 % of our plant sites were assessed by the company
Discrimination at workplace	100 % of our plant sites were assessed by the company
Child Labour	100 % of our plant sites were assessed by the company
Forced Labour/ Involuntary Labour	100 % of our plant sites were assessed by the company
Wages	100 % of our plant sites were assessed by the company

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above

There was no need to take any corrective actions as no significant risk/ concern arose from the above assessment. Effective system of internal control is placed to improve the efficiency of work.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity, in the following format

Parameter	FY 2022	FY 2021
Total electricity consumption (A)	43,916.68	35,233.99
Total fuel consumption (B)	17,930.39	13,991.45
Energy consumption through other sources (C)	4,61,867.69	3,57,895.80
Total energy consumption (A+B+C)	5,23,714.76	4,07,121.25
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/rupees)	2.765×10^{-05}	2.15×10^{-05}

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. The entity is not covered under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format

Parameter	FY 2022	FY 2021
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	**56,01,698**	**53,80,536**
(iii) Third party water	**22,85,413**	**19,75,274**
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**78,87,111**	**73,55,810**
Total volume of water consumption (in kilolitres)	**78,87,111**	**73,55,810**
Water intensity per rupee of turnover (Water consumed / turnover)	**0.0004**	**0.006**
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

All our plants are certified as Zero Liquid Discharge plants. Yes, the entity has adopted Acid Nitration System for ensuring Zero Liquid discharge. We have installed Sewerage Treatment and Effluent Treatment Plant in factory premises. The STP will be used for domestic usage water treatment purpose and ETP will be used for process water treatment purpose. The ETP treated water re-used in the process and STP treated water used for gardening purpose. Apart these we installed Neutralization system for BHS purpose washing the battery boxes and used water will be treated through neutralization system.

5. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter		Units	FY 2022	FY 2021
NOx	Phagi	Mg/nm3	169	245
	Gandhidham	Mg/nm3	21.6	20.07
	Chittoor	Mg/nm3	202	239
	Mundra	ppm	18.6	NA
SOx	Phagi	Mg/nm3	67	119.98
	Gandhidham	Mg/nm3	59.4	65.4
	Chittoor	Mg/nm3	56	70
	Mundra	ppm	66.3	NA
Particulate matter (PM)	Phagi	Mg/nm3	28.76	38.11
	Gandhidham	Mg/nm3	58.23	83.53
	Chittoor	Mg/nm3	14.2	20.8
	Mundra	Mg/nm3	72.4	NA
Persistent organic pollutants (POP)	-	-	-	-
Volatile organic compounds (VOC)	-	-	-	-
Hazardous air pollutants (HAP)	-	-	-	-
Others – please specify	-	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, an Environmental Monitoring is done by M/s. SMS Lab Service Pvt Ltd, Chennai.

Disclaimer: Phagi, Gandhidham, Chittoor and Mundra are only manufacturing plants in India for Gravita India Limited. Thus, the data is available for these sites only.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format

Parameter	Units	FY 2022	FY 2021
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	
Total Scope 1 and Scope 2 emissions per rupee of turnover		NA	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details

The company has commissioned a solar power project of capacity of 1,300 KW at its manufacturing facilities located in India in FY 2022. Through this project we aim to reduce our consumption from the State Distribution Company (DISCOM) and in turn reduce our Scope 2 emissions substantially.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022	FY 2021
	Total Waste generated (in MT)	
Plastic waste (A)	NIL	NIL
E-waste (B)	0.28 MT	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	1,175.02 (Lead Slag Qty in MT)	870.72 (Lead Slag Qty in MT)
Other Non-hazardous waste generated (H). Please specify, if any.	NA	NA
Total (A+B + C + D + E + F + G + H)	1,175.30	870.72

9. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022	FY 2021
	Total Waste generated (in MT)	
(i) Recycled	0.000	0.000
(ii) Re-used	0.000	0.000
(iii) Other recovery operations	0.000	0.000
Total	0.000	0.000

10. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2022	FY 2021
	Total Waste generated (in MT)	
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other recovery operations Send to TSDF for Disposal	1103.94	792.95
Total	1103.94*	792.95

*The balance slag which is lying at our plants will be disposed in due course of time.

11. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

Lead slag is produced as a byproduct of our manufacturing and processing activities. The company is promoting research for recycling of slag to produce cement blocks and bricks, which will be used for construction activities. . Currently, the slag is sent to government authorised sites for environmentally safe disposal.

12. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, specify details in the following format

No. We do not have any office or plant location around ecologically sensitive areas

13. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

Not Applicable

14. Is the entity compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

No monetary fines were levied on the entity as per the applicable environmental laws, regulations, guidelines in India.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers / associations

Gravita is affiliated with 5 trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a body) the entity is a member of / affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Export Organisation (FIEO)	National
3	Rajasthan Chamber of Commerce Industries (RCCI)	State
4	Material Recycling Association of India (MRAI)	National
5	Employers Association of Rajasthan	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

There was no such adverse order was issued by any regulatory authority relating to anti-competitive conduct of entity. Our entity is in compliance with all the regulations of Competition Act 2002.

Principle 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 22**

   Not Applicable

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format**

   Not Applicable

3. **Describe the mechanisms to receive and redress grievances of the community**

   Consumer Surveys & Consumer Satisfaction Trends is being conducted periodically to assess the consumer satisfaction level. The Company has in place Stakeholder's Relationship Committee for listening to the grievances of Stakeholders. However, the employees and workers can approach to the Human Resource Department for any grievances. The Company has contact details and email on its website for enquiry related to Company's service and sales query.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers**

Category of waste	FY 2022	FY 2021
Directly sourced from MSMEs/ small producers	3.00%	2.51%
Sourced directly from within the district and neighbouring districts	5.82%	4.61%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback**

   The Company has a defined mechanism to receive and respond to consumer feedback and complaints. Consumers can directly reach out to Company on the number and email address mentioned on invoice/website. Our link to consumer complaints and feedback: **https://www.gravitaindia.com/contact-us/#**

2. **Turnover of products and / services as a percentage of turnover from all products/ service that carry information about**

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Since we provide services in a B2B market such information on products is provided by the aggregators/final product manufacturers.
Safe and responsible usage	
Recycling and/or safe disposal	

3. **Number of consumer complaints in respect of the following:**

   We have received zero complaints in the aspects of Data Privacy, Advertising, Cybersecurity, Restrictive Trade Practices and Unfair Trade Practices in previous and Current year. Our products and services do not fall under delivery of essential services.

4. **Details of instances of product recalls on accounts of safety issues**

   There is no instance of Voluntary as well as forced product recall on account of safety issues. Proper Testing of our product is undertaken for safety purpose.

5. **Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy**

   The Company has an internally available policy on cyber security.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services**

   Not Applicable

TO WHOMSOEVER CONCERNED

As per the SEBI Guidelines, Leadership Indicators forming part of BRSR is voluntary for the F.Y 2021-22. So, the Business Responsibility & Sustainable Reporting (BRSR) XML of the company, submitted hereby along with the pdf contains the details of only Essential Indicators and Not Leadership Indicators.

We have made use of words Not Applicable/NA/No in place where the disclosure for Leadership Indicator is required.