

Date: August 31, 2024

To,
Listing Department
The National Stock Exchange of India Limited,
Exchange Plaza, Bandra Kurla Complex,
Bandra East, Mumbai – 400051

Corporate Relationship Department
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001

NSE Symbol – **HARIOMPIPE**

BSE Scrip Code- **543517**

Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report (BRSR) for the FY 2023-24.

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report (“BRSR”) of the Company for the financial year 2023-24, which forms part of the Annual Report 2023-24.

The BRSR along with the Annual Report 2023-24 is also uploaded on the Company’s website and can be accessed at <https://www.hariompipes.com/investor-relations-annual-report.php>.

Kindly take the above information on your record.

Thanking You

Yours sincerely,
For Hariom Pipe Industries Limited

Rekha Singh
Company Secretary
M. No.: A33986

Encl: a/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A GENERAL DISCLOSURES

Sr. No	Disclosures	Data/description
Details of the company		
1	Corporate Identity Number (CIN) of the Listed Entity	L27100TG2007PLC054564
2	Name of the Listed Entity	HARIOM PIPE INDUSTRIES LIMITED
3	Year of incorporation	2007
4	Registered office address	3-4-174/12/2, 1 st Floor, Samarpan, lane beside Spencer's Pillar No. 125, Attapur Hyderabad TG 500048 INDIA
5	Corporate address	3-4-174/12/2, 1 st Floor, Samarpan, lane beside Spencer's Pillar No. 125, Attapur, Hyderabad TG 500048 INDIA
6	E-mail	cs@hariompipes.com
7	Telephone	+91 040 - 24016101
8	Website	www.hariompipes.com
9	Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	a) BSE Limited b) National Stock Exchange of India Limited
11	Paid-up Capital	28,86,51,260
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Rekha Singh Company Secretary Hyderabad Tel.: +91 040 - 24016101 E-mail: cs@hariompipes.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis and pertain only to Hariom Pipe Industries Limited
Products/services		
14	Details of business activities (accounting for 90% of the turnover):	
a	Description of Main Activity	Manufacturing
b	Description of Business Activity	Iron/Metal and Steel products and by-products
c	% of Turnover of the entity	100%
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):	
a	Product/Service	Manufacture of basic iron and steel
b	NIC Code	2410
c	% of total Turnover contributed	100%

Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	
a	National	
	Number of plants	4
	Number of offices	1
b	International	0
17	Markets served by the entity:	
a	National (No. of States)	18 States and 2 Union Territories
b	International (No. of Countries)	0
c	What is the contribution of exports as a percentage of the total turnover of the entity?	0
d	A brief on types of customers	We are a well-known manufacturer of pipes (mostly in mild steel (MS) and galvanized pipes (GP)) and one of India's leading producers of pipes and tubes. We service industries such as infrastructure, construction, agriculture, Commercial, engineering, fabrication, furniture and electrical.

Employees

18	Details as at the end of Financial Year:	
a	Employees and workers (excluding differently abled):	
	Permanent (D)	See Table Below
	Other than Permanent (E)	See Table Below
	Total employees (D + E)	See Table Below
	Total male	See Table Below
	Total female	See Table Below

SI No.	Particulars	Total	Male		Female		Other	
			No	%	No	%	No	%
1	Permanent (D)	458	444	96.94%	14	3.06%	0	0.00%
2	Other than Permanent (E)	390	390	100.00%	0	0.00%	0	0.00%
3	Total employees (D + E)	848	834	98.35%	14	1.65%	0	0.00%

b	Differently abled Employees and workers:	
	Permanent (D)	0
	Other than Permanent (E)	0
	Total employees (D + E)	0
	Total male	0
	Total female	0

19	Participation/Inclusion/Representation of women	Total (A)	No. and percentage of Females	
			No. (B)	% (B / A)
a	Board of Directors	7	2	28.57%
b	Key Management Personnel	4	1	25.00%
20	Turnover rate for permanent employees and workers (Last three years)			
a	Permanent Employees	See Table Below		
b	Permanent Workers	See Table Below		

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Sl.No	FY 2023-24	FY 2022-23	FY2021-22
Permanent Employees & Permanent Workers			
Male	53%	24%	45%
Female	1%	0%	0%
Total	54%	24%	45%

Holding, Subsidiary and Associate Companies (including joint ventures)

21	Names of holding / subsidiary / associate companies / joint ventures	
a	Name of the holding / subsidiary / associate companies / joint ventures (A)	0
b	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	0
c	% of shares held by listed entity	0
d	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?	

CSR details

22.a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in Rs.)	1,15,838.47 Lakhs
c	Net worth (in Rs.)	46,411.75 Lakhs

Transparency and Disclosures Compliances

23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:	
a	Stakeholder group from whom complaint is received	Nil
b	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Yes
c	Number of complaints filed during the year	0
d	Number of complaints pending resolution at close of the year	0

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Communities	YES	https://www.hariompipes.com/investor-relations.php	0	0	NA	0	0	NA
Investors (other than shareholders)	YES		0	0	NA	7	0	NA
Shareholders	YES		0	0	NA	0	0	NA
Employees and workers	YES		0	0	NA	0	0	NA
Customers	YES		0	0	NA	0	0	NA
Value Chain Partners	YES		0	0	NA	0	0	NA

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

- Material issue identified
- Indicate whether 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)

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether 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 implication)
1	Supply Chain Resilience	R	Dependency on specific suppliers or disruptions in the supply chain can lead to production delays and resource shortages.	Hariom Pipe has implemented an integrated manufacturing approach, commencing from iron ore extraction and culminating in the production of MS Pipes and Scaffolding. This self-sustained process not only strengthens supply chain resilience by minimizing external dependencies but also ensures streamlined efficiency in terms of cost and time.	Positive

Sl. No.	Material issue identified	Indicate whether 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 implication)
2	Ethical Governance and Public Transparency	O	Ethical governance reduces legal and reputational risks, builds stakeholder trust, and enhances operational efficiency. Public transparency fosters investor confidence, ensures regulatory compliance, and strengthens stakeholder relationships, providing a competitive edge. Integrating these aspects enables holistic risk management and strategic opportunities, positioning companies for long-term success and resilience.		Positive
3	Employee Retention and Talent Development	O	Maintaining skilled workforce and nurturing talent improves operational efficiency, innovation, and long-term success.		Positive
4	Social Responsibility	O	Fostering positive relationships and goodwill within local and marginalized communities through dedicated community development efforts.		Positive
5	Climate change	R	Carbon emissions contribute to climate change and may lead to regulatory penalties, supply chain disruptions, and reputational damage	Adopting energy-efficient technologies, embracing cleaner production methods, and investing in carbon capture and storage initiatives are proactive steps towards a more sustainable and environmentally friendly future.	Positive

Sl. No.	Material issue identified	Indicate whether 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 implication)
6	Economic Performance	O	Economic performance is a pivotal factor in determining the integrated steel plant's ability to invest, expand, and remain competitive in a challenging business landscape		Positive
7	Regulatory Compliance	R	Non-compliance with environmental, safety, and labour regulations can lead to legal penalties, reputational damage, and operational disruptions.	Implementing effective compliance management systems, conducting regular audits, and actively engaging with regulatory authorities contribute to a robust and proactive approach to compliance.	Positive

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.

Sr.No	Disclosure Questions	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Company policies are given approval by the Board, depending on the type of policy and the related regulatory needs								
	c. Web Link of the Policies, if available	https://www.hariompipes.com/investor-relations-policies.php								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Hariom Pipes is dedicated to environmentally-friendly manufacturing, actively working to minimize energy consumption, control emissions, manage waste efficiently, and boost production efficiency. We continually assess our progress to ensure we're making a positive impact on the environment.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	NA								
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)	<p>Our business responsibility report highlights our integrated steel plant's robust dedication to sustainability. We have strategically designed our approach with clear short, medium, and long-term goals to effectively manage the environmental and social impacts of our operations.</p> <p>In the short and medium term, our focus is on optimizing resource use, reducing emissions, and enhancing community engagement, in line with evolving sustainability trends. We are proud of our accomplishments during this reporting period, including the successful implementation of advanced pollution control technologies, which have significantly reduced air and water pollutants. Our initiatives to optimize resource use have also led to notable energy savings and improved waste management practices.</p>								

		<p>While we celebrate these successes, we remain aware of the challenges ahead, particularly in achieving our ambitious emission reduction targets and further improving employee well-being. Nonetheless, we are unwavering in our commitment to innovation and positive change through sustainable practices and deeper community engagement.</p> <p>Our integrated steel plant's steadfast commitment to sustainability demonstrates our dedication to balancing business growth, environmental care, and social responsibility, all while striving for a more sustainable future.</p>
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rupesh Kumar Gupta (DIN 00540787), Managing Director, bears the responsibility for both implementing and overseeing the 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.	Our company's management is actively and proactively overseeing a wide range of ESG initiatives. To strengthen and enhance our commitment, we are moving forward with the creation of a dedicated Sustainability Committee. This initiative highlights our dedication to advancing our ESG efforts and reinforces our focus on sustainability and ethical practices. Additionally, our Corporate Social Responsibility Committee is focused on key social factors, offering crucial insights and perspectives to our Board of Directors.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P-1 to 9	P-1 to 9
Performance against above policies and follow up action		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Review was undertaken by the Top Management as and when needed	Assessed when needed.

11. Company Independent assesement

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.	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
No									

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

Questions	P-1	P-2	P-3	P-4	P-5	P-6	P-7	P-8	P-9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

All Principles are covered by the policies

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURES

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

Essential Indicator

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	The Board of Directors undergoes periodic reviews and is kept informed about industry-related issues, business matters, regulatory changes, economic trends, ESG (Environmental, Social, and Governance) factors, risk management, their roles and responsibilities, among other topics. These discussions provide insights into the relevant principles.	100%
Key Managerial Personnel	8	Topics related to integrity and ethics, core values, code of conduct, Corporate governance, Companies Act 2013, CSR, Sustainability practices and updates on regulatory mandates are covered, enabling KMPs to drive the company's values, purpose, and strategy in business.	100%
Employees other than BoD and KMPs	12	Topics pertaining to adaptive leadership programmes, behavioral and ethical training, Trainings for emotional wellbeing and educating on POSH, Code of Business Conduct & Ethics, Human Rights Policy, Health & Well-being, Safety, Environmental Policies, Data Protection, Whistleblower Policy, Enterprise Risk Management Policy, and other Company Policies	100%
Workers	12	Topics covering behavioral and ethical training, emotional well-being education, safety management, human rights, and skill development.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies	Amount (In INR)	Brief of the Case	Has an appeal been preferred
Penalty/ Fine					
Settlement			NIL		
Compounding fee					

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies	Amount (In INR)	Brief of the Case	Has an appeal been preferred
Imprisonment					
Punishment			NIL		

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

Case Details	NIL
Name of the regulatory/ enforcement agencies/ judicial institutions	

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

Yes, <https://www.hariompipes.com/investor-relations-policies.php>

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

FY 2023-24 (Current Financial Year)	NIL
FY 2022-23 (Previous Financial Year)	

6. Details of complaints with regard to conflict of interest:

Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL

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.
NIL

Leadership Indicator

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:
Yes, programme were conducted on the topic of enhancing awareness among our value chain partners on sustainable procurement policy, ESG (Environmental, Social, and Governance), health and safety, education, and adherence to the company's ethical guidelines, Supplier Code of Conduct etc.
- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

We have established procedures to prevent and effectively handle situations where conflicts of interest may arise among members of the Board. Our corporate Code of Conduct and policy concerning transactions involving related parties dictate that the management must refrain from engaging in any transaction, whether direct or indirect, that could potentially compromise the Company's interests due to their personal or indirect interests.

Annually, the Company receives a declaration from its Board of Directors outlining any affiliations they may have with entities that could potentially lead to a conflict of interest. This thorough process ensures that any necessary approvals mandated by applicable laws are obtained before entering into any transactions with the respective entities

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**Essential Indicator**

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0%	0%	NIL
Capex	9.31%	11.47%	The integration of solar panels to boost renewable energy production, alongside the deployment of pollution abatement technologies like Effluent Treatment Plants (ETP) to reduce air pollution, and the establishment of ARO (Air, Water, and Odor) Treatment Plants for water recycling, collectively help decrease the dependence on groundwater for both manufacturing operations and the residential needs of factory workers. Additionally, the implementation of tandem mills further enhances efficiency and sustainability within the manufacturing process.

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

Yes

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

100%

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.

Sl. No.	Particulars	Remarks
a	Plastics (including packaging)	Not Applicable
b	E-waste	Not Applicable
c	Hazardous waste	Through Authorised Vendors
d	Other waste.	End-of-life steel, commonly known as scrap steel, plays a crucial role in the steel industry. Instead of being discarded as waste, it is a valuable resource for the steelmaking process through remelting. Hariom Pipe exemplifies this commitment by not only reusing scrap from its own production processes but also actively sourcing additional scrap from external sources to support this effort.

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. disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Although Extended Producer Responsibility (EPR) is not currently applicable to our industry under existing regulations, we have implemented a comprehensive waste management plan that reflects our commitment to environmental responsibility. Our strategy encompasses effective recycling, responsible disposal, and minimizing environmental impact. Despite the absence of an EPR mandate, we remain dedicated to sustainable waste management practices.

Leadership Indicator

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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NOT APPLICABLE

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service

Description of the risk / concern

NOT APPLICABLE

Action taken

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Recycled input materials	44.29%	38.49%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycles	Safety disposed	Re-Used	Recycles	Safety disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category

Reclaimed products and their packaging materials as % of total products sold in respective category

Not Applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains manner that is sustainable and safe

Essential Indicator

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

% of employees covered by

	TOTAL (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)
Permanent employees											
Male	444	0	0%	444	100%	0	0%	1	0%	-	0%
Female	14	0	0%	14	100%	1	0%	0	0%	-	0%
Total	458	0	0%	458	100%	1	0%	1	0%	-	0%
Other than Permanent employees											
Male	390	0	0%	390	100%	0	0%	0	0%	-	0%
Female	0	0	0%	0	0%	0	0%	0	0%	-	0%
Total	390	0	0%	390	100%	0	0%	0	0%	-	0%

2. Details of retirement benefits, for Current FY and Previous Financial Year

FY	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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.)
PF	90%	0%	Yes	85%	0%	Yes
Gratuity	100%	0%	Yes	100%	0%	Yes
ESI	53%	0%	Yes	25%	0%	Yes

Employees and workers are included in the coverage as required by relevant regulations

3. Are the premises / offices of the entity accessible to differently abled employees and workers, 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.

Yes

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.

Yes, The company is firmly committed to providing equal opportunities for everyone. We ensure that all job applicants and employees are treated fairly and without bias, regardless of gender, marital status, disability, race, color, religion, age, sexual orientation, nationality, or ethnic origins.

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

	Return to work rate	Retention rate
Permanent employees	100%	100%
Permanent worker	100%	100%
Total male employees	100%	100%
Total Female employees	100%	100%
Total male worker	100%	100%
Total female worker	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent worker	The company promotes open communication by encouraging employees to report operational and performance issues to their supervisors. For organizational or appraisal concerns, the Human Resources Department is the designated channel. The Whistle Blower Mechanism enhances transparency and accountability, enabling employees to report unethical behavior or violations without fear. This initiative underscores the company's commitment to maintaining a responsible and ethical work culture.
Other than permanent worker	
Permanent Employees	
Other than permanent employees	

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees and Workers						
Male	444	-	0%	315	-	0%
Female	14	-	0%	13	-	0%
Total	458	-	0%	328	-	0%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total	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	444	444	100%	444	100%	315	315	100%	313	99%
Female	14	14	100%	14	100%	13	13	100%	13	100%
Total	458	458	100%	458	100%	328	328	100%	328	100%
Workers										
Male	390	390	100%	390	100%	312	312	100%	312	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	390	390	100%	390	100%	312	312	100%	312	100%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total	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	444	444	100%	444	100%	315	313	100%	313	100%
Female	14	14	100%	14	100%	13	13	100%	13	100%
Total	458	458	100%	458	100%	328	326	100%	326	100%
Workers										
Male	390	390	100%	390	100%	312	312	100%	312	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	390	390	100%	390	100%	312	312	100%	312	100%

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, the entity has implemented an occupational health and safety management system. This year, the system continues to encompass a comprehensive range of measures and protocols aimed at ensuring the well-being and safety of all employees and workers within the organization. The occupational health and safety management system is consistently reviewed and updated to adapt to changing circumstances, upholding the highest standards of safety across all operational areas.

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

The entity's strategy for identifying work-related hazards and assessing risks involves the following procedures:

1. Identifying hazards associated with each process and phase.
2. Conducting workplace safety inspections to uncover potential hazards.
3. Compiling existing information about workplace hazards.
4. Acknowledging relevant legal obligations related to risk assessment and necessary control implementations.
5. Assessing the need for additional measures to eliminate hazards.

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

Yes, the entity has established processes that empower workers to report work-related hazards and take measures to remove themselves from such risks. Workers are encouraged and educated on how to promptly report any hazards they encounter during their tasks. This proactive approach ensures that potential hazards are swiftly addressed, promoting a culture of safety and well-being within the organization.

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

Yes, Our plant provides employees with access to non-occupational medical and healthcare services, including regular check-ups, preventive care, mental health services, and emergency care.

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

Safety Incident/Number	Category	FY (2023-24)	PY (2022-23)
Lost Time Injury Frequency Rate (LTIFR) (per one Million person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The entity ensures a safe and healthy workplace for its employees through the following measures:

- 1. Specialized Training:** Employees undergo targeted training to address industry-specific hazards and safe operational practices.
- 2. Adherence to Safety Protocols:** Strict compliance with established safety procedures and guidelines to mitigate risks.
- 3. Personal Protective Equipment:** Provision of appropriate equipments such as helmets, gloves, goggles.
- 4. Routine Safety Inspections:** Regular checks to identify and rectify potential hazards in the work environment.
- 5. Ergonomic Considerations:** Designing workstations for optimal ergonomics to minimize physical strain.
- 6. Health Surveillance:** Monitoring employees' health and well-being through regular check-ups and assessments.
- 7. Effective Communication:** Clear dissemination of safety guidelines and protocols to all employees.
- 8. Continuous Improvement:** Encouraging employee feedback and incorporating enhancements to safety measures.

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health and safety	-	-		-	-	

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%
Working Conditions	100%

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.

The entity is actively addressing safety-related incidents through thorough incident analysis and implementing corrective measures. The entity's continuous improvement culture ensures that safety concerns are promptly addressed, fostering a secure environment for employees.

Leadership Indicator

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

The Company's management places a high priority on the well-being of its employees. In the unfortunate event of an employee or worker's passing, the Company is dedicated to assisting the family in claiming their rightful legally available dues as per the company policies

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

1. Ensuring adherence to PF and ESIC regulations, we validate contractor and vendor payments by requesting proof of compliance prior to disbursing payment to them.
2. Monthly reconciliations of GSTR-2B are conducted to verify vendors' GST payments and timely submission of returns to the government.
3. Our prompt GST return submissions facilitate timely GST credit availability for our customers, and we diligently address any GST credit-related matters.
4. We proactively liaise with both customers to acquire Form 16A certificates for TDS

3. Provide the number of employees / workers having suffered high consequence workrelated injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees/ workers	FY 2023-24	FY 2022-23
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	We are currently organizing both informal and formal awareness programs for our value chain partners, we are concurrently in the process of gathering data and information in accordance with the prescribed format
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

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

Essential Indicator

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

The Company holds all stakeholders in high esteem and prioritizes their significance, fostering lasting and harmonious relationships. Stakeholders are identified based on the extent of their impact on the business. Key stakeholders encompass employees and workers, suppliers, customers, business partners, regulatory agencies, and shareholders and investors in proximity to the Company's operational sites.

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 & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	Email, Phone calls, SMS, Meetings, Notice Board, Training Programs, Employee Celebration	Regular	Effective communication about daily operations and business activities is crucial. Additionally, knowledge in areas such as leadership, policy, safety measures, environmental considerations, social engagement, governance practices, occupational health, mental well-being, soft skills, risk management, specialized technical aspects, and compliance training is essential.
Shareholders & Investors	No	Email, Website, Phone calls, SMS, Quarterly publication of results, Newspaper advertisements, General Meetings, Stock Exchange intimations	Annually/ Half yearly/ Quarterly/ Event basis	Transparent and effective communication of business performance, Compliance, Governance Practices
Suppliers/ Vendors	No	Email, Phone calls, SMS, Meetings, Website	Regular	Adhering to fair and ethical procurement and engagement standards, offering transparent pricing and favorable payment terms, ensuring timely approvals and efficient clearance procedures, and carefully addressing suppliers' concerns.
Customers and Value Chain Partners	No	Email, Phone calls, SMS, Meetings, Website, Advertisement and Business Promotion	Regular	Acknowledging and processing diverse orders while engaging in discussions regarding pricing and product quality and benefits. Grasping customer service needs and addressing any concerns that arise.
Government and Regulatory Bodies	No	Fillings and submissions, Engagement during visits to our facilities, Email and website	Annually/ Half yearly/ Quarterly/ Event basis	To comply with applicable Regulations as amended from time to time.

Leadership Indicator

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At Hariom Pipe Industries Limited, we emphasize robust stakeholder engagement to drive our sustainable development initiatives. Our communication channels include the annual report, website, and AGM, complemented by new digital tools and interactive webinars for enhanced outreach.

Our Stakeholder Relationship Committee oversees the collection and management of stakeholder feedback. This committee ensures that essential insights are effectively communicated to the Board.

We actively seek stakeholder input through surveys and focus groups on key economic, environmental, and social topics. The feedback is systematically reviewed and presented to the Board to guide informed decision-making.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. Feedback from stakeholders has led us to refine our environmental policies, such as implementing stricter emissions reduction targets, and enhance our social programs, including improved community and employee initiatives. We transparently share these updates and how we have addressed stakeholder input in our Annual Reports.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups

The company is dedicated to engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups through various Corporate Social Responsibility (CSR) initiatives. Our efforts focus on supporting education, health, nutrition, sanitation, and overall well-being for underprivileged communities. These initiatives are designed to meet the specific needs of these groups and contribute to their socio-economic improvement.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicator

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/ A)	Total (A)	No. of employees/ workers covered (B)	% (B/ A)
Employees						
Permanent	458	458	100%	328	328	100%
Other than permanent	0	0	0%	0	0	0%
Total	458	458	100%	328	328	100%
Workers						
Permanent	0	0	0%	0	0	0%
Other than permanent	390	390	100%	312	312	100%
Total	390	390	100%	312	312	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (B)	% (B/A)		No. (B)	% (B/A)	No. (B)	% (B/A)
Employees										
Permanent	458	0	0%	458	100%	328	0	0%	328	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Total	458	0	0%	458	100%	328	0	0%	328	100%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (B)	% (B/A)		No. (B)	% (B/A)	No. (B)	% (B/A)
Workers										
Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	390	0	0%	390	100%	312	0	0%	312	100%
Total	390	0	0%	390	100%	312	0	0%	312	100%

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

	Female		Male	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	0		2	26.93 Lakhs Per Month
Key Managerial Personnel	1	1.20 Lakhs Per Month	1	3.58 Lakhs Per Month
Employees other than BoD and KMP	13	0.18 Lakhs Per Month	441	0.11 Lakhs Per Month
Workers	0		390	0.10 Lakhs Per Month

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 company have a strong Human Resources department that takes the responsibility of addressing human rights impacts or issues arising from its business operations.

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

The company has put in place internal mechanisms to effectively address grievances concerning human rights matters. The Human Resources department is entrusted with the task of thoroughly reviewing and investigating these grievances, with a commitment to maintaining fairness and transparency throughout the process.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	Nil	-	-	Nil
Discrimination at workplace	-	-	Nil	-	-	Nil
Child Labour	-	-	Nil	-	-	Nil
Forced Labour/Involuntary Labour	-	-	Nil	-	-	Nil
Wages	-	-	Nil	-	-	Nil
Other human rights related issues	-	-	Nil	-	-	Nil

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

The Company upholds the principle of natural justice and guarantees the complete confidentiality of complainants throughout and after the grievance resolution process. Typically, such complaints are overseen by senior members of the organization

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

No

9. Assessments for the year:

Child labour	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Forced/involuntary labour	100% The Company is in compliance with the applicable laws.
Sexual harassment	
Discrimination at workplace	
Wages	
Others, specify	

Leadership Indicator
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Throughout the Financial Year, the Company has not received any complaints. As a result, no alterations or introductions have been made to existing business processes for the purpose of addressing human rights grievances or complaints.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

The company has firm measures to prevent behaviors that violate its Ethics policy and Code of Conduct, encompassing human rights and other forms of misconduct.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Hariom ensures that all its locations, including offices and plants, are accessible to visitors with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NIL

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment**Essential Indicator****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameters	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	298.18 terajoules (TJ)	299.65 terajoules (TJ)
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	298.18 terajoules (TJ)	299.65 terajoules (TJ)
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00257 TJ/rupee	0.00046 TJ/rupee
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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.

Not Applicable

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

Parameters (With Treatment)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	73559	356
(iv) Seawater / desalinated water	-	-
(v) Others - Recycled Water	45995	535
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	119554	891
Total volume of water consumption (in kilolitres)	119554	891
Water intensity per rupee of turnover (Water consumed / turnover)	1.03207	0.000138
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, we have implemented Zero Liquid Discharge (ZLD) in our integrated steel plant. This means we reuse the water within our operations, with no liquid effluent discharged into the environment. Our ZLD system reflects our commitment to sustainability and responsible practices.

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

Parameters	Current FY	Previous FY
NOx	Within statutory limits	Within statutory limits
SOx	Within statutory limits	Within statutory limits
Particulate matter (PM)	<60	<60
Persistent organic pollutants (POP)	Within statutory limits	Within statutory limits
Volatile organic compounds (VOC)	Within statutory limits	Within statutory limits
Hazardous air pollutants (HAP)	Within statutory limits	Within statutory limits
Others, specify	Within statutory limits	Within statutory limits

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.

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

Parameters	Current FY	Previous FY
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Within statutory limits	Within statutory limits
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Within statutory limits	Within statutory limits
Total Scope 1 and Scope 2 emissions per rupee of turnover	Within statutory limits	Within statutory limits
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Within statutory limits	Within statutory limits
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.		

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

Deployment of Pollution Abatement Technologies such as Effluent Treatment Plants (ETP) to curb air pollution

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

Parameters	Current FY	Previous FY
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	Not Applicable
E-waste (B)	Not Applicable	Not Applicable
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not Applicable	Not Applicable
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		

Parameters	Current FY	Previous FY
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Not Applicable	Not Applicable
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	Not Applicable	Not Applicable
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable
Total		

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.

9. 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.

In our waste management strategy, we utilize advanced technologies such as Effluent Treatment Plants (ETP) and pollution control equipment to reduce carbon emissions and capture carbon particles using bag filters for reuse in the printing cartridge industry. We implement a Reverse Osmosis (RO) plant to reuse industrial wastewater, reducing groundwater consumption. Additionally, we recycle slag metal and incorporate recycled steel scrap, lowering CO2 emissions and promoting circular economy principles. We also employ wet scrubbers to control zinc and acid waste and use multi-cyclone dust collectors in our galvanizing units to manage emissions. These efforts contribute to creating a sustainable environment for our community.

10. 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, please specify details in the following format:

Location of operations/offices

Type of operations

Not Applicable

Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.

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

Name and brief details of project

EIA Notification Number

Date

Not Applicable

Whether conducted by independent external agency (Yes / No)

Results communicated in public domain (Yes / No)

Weblink if any

12. 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:

Specify the law / regulation / guidelines which was not complied with _____

Provide details of the noncompliance _____

Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts _____

Corrective action taken, if any _____

All the laws are complied

Leadership Indicator

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameters	Current FY	Previous FY
From renewable sources		
Total electricity consumption (A)	9.21 terajoules (TJ)	1.25 terajoules (TJ)
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	9.21 terajoules (TJ)	1.25 terajoules (TJ)
From non-renewable sources		
Total electricity consumption (D)	288.97 terajoules (TJ)	298.40 terajoules (TJ)
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	288.97 terajoules (TJ)	298.40 terajoules (TJ)

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.

2. Provide the following details related to water discharged:

Parameters	Current FY	Previous FY
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameters	Current FY	Previous FY
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres)	NIL	NIL
Total volume of water consumption (in kilolitres)	NIL	NIL
Water intensity per rupee of turnover (Water consumed / turnover)	NIL	NIL
Water intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameters	Current FY	Previous FY
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	10328272	154423
Total Scope 3 emissions per rupee of turnover	89.16	0.000024
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of ETP and Pollution Equipment	ETP and pollution control equipment installed across all units.	Reduced carbon emissions and captured carbon particles via bag filters for potential reuse in the printing cartridge industry.
2	Installation of Water Treatment Plants	Water treatment plants installed at the Mahabubnagar unit.	Repurposed industrial wastewater for domestic and industrial use, reducing groundwater consumption.
3	Integration of IoT and Automation	IoT sensors and automated control systems implemented to monitor and optimize the galvanizing process in real-time.	Enhanced process efficiency, reduced operational costs, improved product quality, and minimized resource waste.
4	Introduction of Energy Management Practices	Energy management systems implemented to monitor and optimize energy use throughout the plant.	Improved overall energy efficiency and reduced operational costs.
5	Implementing the installation of a crusher machine and bundling machine.	Crusher and bundling machines installed at the Mahabubnagar unit.	Decreased CO2 emissions and enhanced circular economy practices, contributing to a sustainable environment for the community.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has a robust Business Continuity and Disaster Management Plan designed to sustain critical operations during various disruptions, such as natural disasters, equipment malfunctions, and supply chain issues. This plan delineates key personnel roles, sets up communication protocols, and emphasizes safety measures for employees and stakeholders. Regular training and drills are conducted to maintain preparedness. The plan encompasses asset protection, data recovery, and adherence to safety regulations. By focusing on continuity, the plant aims to reduce downtime, protect its workforce, and ensure the uninterrupted production and supply of steel products, even in challenging situations.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

NIL

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

4%

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

Essential Indicator

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

1 (One)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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	Federation of Telangana Chamber of Commerce and Industry (FTAPCI)	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.

Name of authority	No adverse orders received from regulatory authorities for anti-competitive conduct.
Case brief	
Corrective action taken	

Leadership Indicator

1. Details of public policy positions advocated by the entity:

Public policy advocated	NO
Method resorted for such advocacy	
Whether information available in public domain? (Yes/No)	
Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	
Web Link, if available	

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicator

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

Name and brief details of project	
SIA Notification No.	
Date of notification	Not applicable, as there were no projects that require SIA as per applicable laws
Whether conducted by independent external agency (Yes / No)	
Results communicated in public domain (Yes / No)	
Relevant Web link	

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

Name of Project for which R&R is ongoing	
State	
District	
No. of Project Affected Families (PAFs)	Not Applicable
% of PAFs covered by R&R	
Amounts paid to PAFs in the FY (In INR)	

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

We've established communication channels, including our online platform, mail, and written correspondence, for community members to voice their concerns. When a grievance is raised, our stakeholder committee conducts a comprehensive review. This is followed by an in-depth investigation and transparent discussions with the community members affected. Through joint efforts, we collectively identify and put into action an equitable solution. We ensure consistent updates on the progress and strive to resolve the concern to the satisfaction of all parties involved.

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

	Current FY	Previous FY
Directly sourced from MSMEs/ small producers (Only For Purchase of Raw Material and Consumables)	8%	10%
Sourced directly from within the district and neighbouring districts	33%	6%

Leadership Indicator**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Not applicable, as there were no projects that require SIA as per applicable laws
Corrective action taken	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

State	
Aspirational district	NIL
Amount spent (In INR)	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Intellectual Property based on traditional knowledge	
Owned/ Acquired (Yes/No)	Not Available
Benefit shared (Yes / No)	
Basis of calculating benefit share	

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of the authority	
Brief of the Case	Not Applicable
Corrective action taken	

6. Details of beneficiaries of CSR Projects:

Name of the project	
No. of persons benefitted from CSR Projects	Not Applicable
% of beneficiaries from vulnerable and marginalized groups	