

September 06, 2023

To, The Manager (CRD) BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001	To, The Manager - Listing Department National Stock Exchange of India Ltd Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (East) Mumbai - 400 051
Scrip Code: 522215	Symbol : HLEGLAS

Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.

Sub: Submission of Business Responsibility and Sustainability Report (BRSR).

Dear Sir/ Madam,

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 ("BRSR") for the Financial Year 2022-23, which forms an integral part of the Annual Report of the Company for the Financial Year 2022-23.

For BRSR, please refer page number from 63 to 89 of the Annual Report FY2022-23 updated at the website of the Company i.e. www.hleglascoat.com.

Please take the same on record.

Thanking You,

Yours faithfully,
For HLE Glascoat Limited

Achal Thakkar
Company Secretary and Compliance Officer

Encl: As Above

ANNEXURE-V TO THE BOARD'S REPORT

Business Responsibility and Sustainability Reporting

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L26100GJ1991PLC016173
2. Name of the Listed Entity:	HLE Glascoat Limited
3. Year of incorporation:	1991
4. Registered office address:	H-106, GIDC Estate, V. U. Nagar – 388121, Dist. Anand, Gujarat
5. Corporate address:	H-106, GIDC Estate, V. U. Nagar – 388121, Dist. Anand, Gujarat
6. E-mail:	share@hleglascoat.com
7. Telephone:	(02692) 236842 to 236845
8. Website:	www.hleglascoat.com
9. Financial year for which reporting is being done:	FY 2022-23
10. Name of the Stock Exchange(s) where shares are listed:	BSE Limited (BSE) and the National Stock Exchange of India Limited (NSE)
11. Paid-up Capital:	INR 14,40,31,568
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Achal Thakkar, Company Secretary 02692-236842 share@hleglascoat.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):	Standalone basis

II. Products/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 of process equipment offering a range of solutions in drying and filtration technologies.	Manufacturing of special purpose machinery (Pressure Vessels – Filtration and Drying Equipment, Glass lined Equipment and other related equipment)	98.65%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of Special Purpose Machinery	28299	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	8	11
International	1	5	6



17. Markets served by the entity:

a. Number of locations.

Locations	Number
National (No. of States)	20
International (No. of Countries)	18

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

5.73 %.

c. A brief on types of customers.

The Company serves diverse set of customers in pharmaceutical (API) and chemical (Agrochemicals, Speciality Chemicals, Fine Chemicals, Dyes and Pigments, food etc.) sectors in India. The Company offers solutions are engineered to meet the process requirements of our customers with highest standards of quality and service delivery. In chemical, pharmaceutical, and related sectors, the Company provides a spectrum of product solutions for storage, reaction, heat transfer, distillation and solid-liquid separation. With dynamic product portfolio, the Company serves clients from different industries viz., food, pharmaceutical, nutraceutical, marine, etc.

IV. Employees

18. Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	576	546	94.79%	30	5.21%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total employees (D + E)	576	546	94.79%	30	5.21%
WORKERS						
4	Permanent (F)	166	166	100.00%	0	0.00%
5	Other than Permanent (G)	1442	1441	99.93%	1	0.07%
6	Total workers (F + G)	1608	1607	99.94%	1	0.06%

B. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total employees (D + E)	3	3	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	2	2	100.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total workers (F + G)	2	2	100.00%	0	0.00%

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	5	0	0.00%

20. Turnover rate for permanent employees and workers:

	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	31%	21%	15%	26%	15%	12%	4%	12%
Permanent Workers	10%	-	10%	16%	-	16%	22%	-	22%

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 (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	M/s. H L Equipments	Subsidiary	99%	No
2.	Thalectec GmbH, Thale, Germany	Subsidiary	100%	No
3.	Thalectec Inc., USA	Step down subsidiary (A wholly owned subsidiary of Thalectec GmbH and hence, also subsidiary of HLE Glascoat Limited)	100% (through Thalectec GmbH)	No

VI. CSR Details

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

Yes.

- Turnover (in Rs.): INR 64,946.44 Lakhs.
- Net worth (in Rs.): INR 32,892.50 Lakhs.

VII. Transparency and Disclosures Compliances

23. Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

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 23			FY 22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	The complaints received are addressed fairly and transparently and pending complaints are resolved in next reporting cycle	0	0	The complaints received are addressed fairly and transparently and pending complaints are resolved in next reporting cycle
Investors (other than shareholders)	Yes	0	0		0	0	
Shareholders	Yes	22	0		7	0	
Employees and workers	Yes	0	0		0	0	
Customers	Yes	129	19		75	3	
Value Chain Partners	Yes	0	0		0	0	
Other (please specify)	NA	NA	NA		NA	NA	



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

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

S. 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 implications)
1	Emissions Management	Risk	Emissions Management at the Company encompasses a strategy aimed at minimizing the intensity of greenhouse gases and carbon footprint of operations.	The Company takes up various energy efficiency initiatives and is actively adopting renewable energy sources aimed at reducing the carbon footprint of business.	Negative
2	Water Management	Risk	Proactive water management aligns with the commitment to corporate citizenship, mitigating risks, supporting communities, and ensuring long-term environmental sustainability.	Water Stewardship practices at the Company includes reduction in freshwater withdrawal, waste water treatment and disposal creating a positive societal impact.	Negative
3	Waste Management	Risk	Addressing waste generation and disposal enables the company to minimize the ecological footprint, optimize operations, and adhere to regulatory requirements, fostering a greener and more responsible approach to business.	The Company follows a robust approach for waste management including 3R approach enhancing operational efficiency with optimal utilisation of resources.	Negative
4	Product Safety & Quality	Opportunity	Ensuring the safety and quality of products is paramount to building trust with customers, maintaining compliance with industry standards, and safeguarding the reputation and success of the organization.	-	Positive
5	Human Capital Development	Opportunity	Nurturing a skilled and motivated workforce enhances operational efficiency, innovation, and adaptability. By investing in employee growth, training, and well-being, the Company aims to foster a culture of excellence, drive business growth, and create a sustainable future for organization.	-	Positive

S. 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 implications)
6	Privacy and Data Management	Risk	Safeguarding customer and stakeholder data is essential to maintain trust and uphold reputation.	The Company is implementing robust data protection measures and is adhering to privacy regulations, prioritising the security and confidentiality of sensitive information, ensuring sustainable relationships with the stakeholders.	Negative
7	Labour Management	Risk	Ensuring fair and ethical treatment of employees fosters a positive work environment, enhances productivity, and strengthens employee loyalty.	The Company is adhering to labour laws, promoting diversity and inclusion, and providing opportunities for growth, aiming to create a sustainable and harmonious workforce.	Negative
8	Chemical Safety	Risk	Proper management of chemicals is essential for ensuring workplace safety, regulatory adherence, and minimising environmental risks.	The Company prioritises responsible chemical handling and disposal, upholding the commitment to sustainable practices and maintaining stakeholder trust.	Negative
9	Corporate Governance	Risk	Strong corporate governance fosters transparency, accountability, and ethical decision-making.	The Company adheres to highest standards of corporate governance with effective risk management practices leading to continued stakeholder trust and long-term value creation	Negative

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.

- 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.



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your company'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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.hleglascoat.com/corporate-governance/								
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)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	<ul style="list-style-type: none"> - ASME Accreditation - Authorized to use ASME 'U', 'NB' and 'R' Stamps for pressure vessels. - CE Compliance - Designing and manufacturing in compliance with CE as per Pressure Equipment, ATEX, Machinery, Electromagnetic, Low Voltage and other Directives - JIS Compliance - Designing and manufacturing in compliance with 'JIS' - ISO 9001:2015 - ISO certification. - EAC Certification - Certified for manufacturing pressure vessels as per the Russian Directives - L R Marine Certification – Certified for manufacturing pressure vessels for Marine Applications. - Indian Register of Shipping Certification - Certified for manufacturing pressure vessels for Marine Applications. - American Bureau of Shipping – Manufacturing in compliance with ABS Standards 								
5. Specific commitments, goals and targets set by the company with defined timelines, if any.	None								
6. Performance of the company against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)	<p>Dear Stakeholders,</p> <p>I am delighted to present the remarkable sustainability performance achieved by HLE Glascoat Limited during FY 2022-23, as showcased in our maiden comprehensive Business Responsibility and Sustainability Report. In a rapidly evolving business landscape, our unwavering commitment to sustainability has empowered us to surmount diverse challenges.</p> <p>Our steadfast dedication to sustainability has yielded significant results, setting the stage for further advancements. It is imperative to recognize the pivotal role played by our internal stakeholders in propelling HLE Glascoat's sustainability vision. Their dedication and passion have propelled our journey to new heights, underscoring the integral link between sustainability and our overarching business strategy.</p>								

Furthermore, we commend the strategic initiative to establish a unified platform for disclosing our Environmental, Social, and Governance (ESG) performance to regulatory bodies and stakeholders. This transparent and proactive approach not only demonstrates our accountability but also resonates with our commitment to foster trust and partnership with all those invested in our journey. The Company has established a transparent employee redressal mechanism to ensure a fair and just working environment.

The Company is extremely conscious about its operational footprint and is promoting the use of Renewable Energy (RE) and will explore installation of solar panels across its operations to reduce GHG emissions. The Company has also deployed renewable power (wind mills) in the operations. Apart from this Company has implemented several energy-saving initiatives including the installation of air compressors with PM Motor and VFD, VRV Acs in place of split ACs, etc.

We are a sensitive Company and pay heed to the needs of differently abled employees to help them thrive in the mainstream and perform with full efficiency. We are also extremely conscious about our water management practices and all our three business units have implemented the ZLD mechanism.

As we celebrate our achievements in sustainability, we remain resolute in our pursuit of excellence, aiming to set new benchmarks and continually enhance our positive impact on the world around us. We are hopeful that you would continue to support us wholeheartedly always to achieve new landmarks in our sustainability journey.

Sincerely,

Managing Director

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

The Board of Directors holds the responsibility of overseeing and implementing the Business Responsibility policies. Subsequently, the Executive Director, along with the respective senior managerial team, is entrusted with executing and overseeing these policies under the guidance of the Board of Directors.

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

No, the Company do not have a separate committee, however, the Executive Director and Whole-time Director assisted by senior management team oversee the management of sustainability related matters across the organisation. The respective personnel periodically evaluate the effectiveness of internal systems for the management of sustainability-related issues like Employee health and Safety, Employee Well-being, Environmental Management Systems, Customer Relationship Management, etc.



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)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes										Periodically
Compliance with statutory requirements of relevance to the principles and rectification of any non – compliance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes										Periodically

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
The Company does not consider the principles material to its business (Yes/No)										
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										
The Company does not have the financial or human and technical resources available for the task (Yes/No)										Not Applicable
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors			100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs			100%
Workers			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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	NA
Settlement	None	NA	NA	NA	NA
Compounding fee	None	NA	NA	NA	NA

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	NA	NA	NA
Punishment	None	NA	NA	NA

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:

Not Applicable.

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:

The Company is committed to conduct business adhering to highest standards of ethics, honesty, integrity and transparency. The Company has established Whistle-blower/ Vigil Mechanism policy to allow employees to report concerns of any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports, etc. In addition, the Company's Code of Conduct which discourages any act of bribery, corruption, gifts, payments or any kind of consideration solicited from or given to any person, to secure advantage in business transactions/dealings. The Code of Conduct is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel. All employees and workers are apprised on Company's Code of Conduct and policies during induction and periodically.

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 23	FY 22
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

	FY 23		FY 22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	Not Applicable	None	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	Not Applicable	None	Not Applicable



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:

None.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year.

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
5 in Anand plant 3 in Silvassa plant	Suppliers and other vendor partners participated in various awareness sessions summarising the aspects on Economics of resource alternatives, Quality Enhancement, sustainable and low-impact alternatives, new component development etc.	5% in Anand plant 7.5% in Silvassa plant

2. 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.

The Company has established robust processes to prevent and manage conflict of interest situations. These processes involve thorough disclosure requirements for employees and key stakeholders to identify any potential conflicts, employee sensitisation programmes on code of conduct an ethical practice etc. These measures ensure the transparency and fairness maintaining the Company's integrity, fostering a culture of trust, and safeguarding stakeholders' interests.

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.

	FY 23	FY 22	Details of improvements in environmental and social impacts
R&D	Given the B2B focus, specifications of the products manufactured are driven by the end-client requirements so the Company does not engage in any standalone R&D activity. The Company has come up with first of its kind designs and process applications which meets the customer's end use expectation.		
Capex	0.02%	0.05%	The Company has made investments in solar energy and energy conservation technology to minimize its environmental impact and transition towards low-carbon economy

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

No. The Company expects the suppliers, contractors and other vendor partners to adhere to highest ethical standards and are required to comply with all applicable regulations relating to labour laws, safety, service delivery etc.,

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

Not Applicable.

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.

None. The Company adopts robust mechanisms to efficiently handle, manage, recycle and dispose the wastes generated throughout its operations.

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.

No. Extended Producer Responsibility (EPR) is not applicable to the Company.

Leadership Indicators

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.

No, the Company has not conducted Life Cycle Assessments for any of its products.

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.

Not Applicable.

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 23	FY 22
None	Not Applicable	Not Applicable

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 23			FY 22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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
None	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	% of employees covered by										
	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	546	202	37%	202	37%	-	-	0	0%	0	0%
Female	30	10	33%	10	33%	30	100%	-	-	0	0%
Total	576	212	37%	212	37%	30	5%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%



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

Category	Total (A)	% of workers covered by									
		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 workers											
Male	166	0	0%	166	100%	-	-	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	-	-	0	0%
Total	166	0	0%	166	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	1441	0	0%	1441	100%	-	-	0	0%	0	0%
Female	1	0	0%	1	100%	0	0%	-	-	0	0%
Total	1442	0	0%	1442	100%	0	0%	0	0%	0	0%

2. Details of retirement benefits.

Benefits	FY 23			FY 22		
	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	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplace

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, In line with the Rights of Person with Disabilities Act, 2016, the premises / offices of the Company are accessible to differently abled employees and workers.

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 is an equal opportunity employer, providing diverse and inclusive workplace for all individuals including differently abled person. The Company has implemented various systems, processes, policies to ensure their full participation and integration within the organisation thereby facilitating their well-being and promoting professional growth.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	0%	-	-
Total	100%	0%	-	-

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 Workers	Yes. The Company has set up daily TBT, suggestion boxes and complaint boxes at all plant area to receive and redress grievances from employees and workers.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 23			FY 22		
	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 (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	576	212	37%	464	178	38%
Male	546	202	37%	442	168	38%
Female	30	10	33%	22	10	46%
Total Permanent Worker	166	46	28%	178	49	28%
Male	166	46	28%	178	49	28%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 23					FY 22				
	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	546	546	100%	546	100%	442	442	100%	442	100%
Female	30	30	100%	30	100%	22	22	100%	22	100%
Total	576	576	100%	576	100%	464	464	100%	464	100%
Workers										
Male	1607	1607	100%	1607	100%	1332	1332	100%	1332	100%
Female	1	1	100%	1	100%	0	0	100%	0	100%
Total	1608	1608	100%	1608	100%	1332	1332	100%	1332	100%

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

Category	FY 23			FY 22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	546	546	100%	442	442	100%
Female	30	30	100%	22	22	100%
Total	576	576	100%	464	464	100%
Workers						
Male	1607	1607	100%	1332	1332	100%
Female	1	1	100%	0	0	100%
Total	1608	1608	100%	1332	1332	100%

**10. Health and safety management system:****1. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the Company places a high priority on cultivating a culture that prioritizes the safety and well-being of employees and stakeholders. The Company has implemented a comprehensive and robust Occupational Health and Safety (OHS) management system across all business operations. Through this system, the Company ensures that every worker and employee is protected from any potential high-incident injuries related to their work. The Company's commitment to OHS management aims to create a safe and healthy working environment for everyone associated with the organization.

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

At the Company, the health and safety of employees is of utmost importance, contributing significantly to the Company's overall success. The health and safety policy incorporates a dynamic process for identifying and assessing safety-related risks and work-related hazards on both routine and non-routine bases. For routine activities, the Hazard Identification and Risk Management (HIRA) system plays a vital role in identifying safety and work-related risks through a daily monitoring/ daily observation system. Meanwhile, a permit system is implemented for non-routine activities, ensuring thorough assessments and necessary precautions are taken.

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

Yes. The Company has a well-established safety and hazard incident reporting and management system which involves the reporting of potential hazards occurring at the workplace. The Company takes adequate measures to prevent and eliminate such risks. The workers can report the grievances relating to safety through various systems set up to ensure the safety of the workplace, including the Near Miss reporting system, the Safety Committee and Daily reporting system (JA/UC).

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

Yes. In alignment with the Company's health and safety management system, the Company focuses on enhancing the health and well-being of workforce. The Company facilitates seamless access to non-occupational health care and medical services is provided and established a partnership with hospitals to ensure medical assistance in case of work-related accidents or injuries. Health cards are offered to workmen and their family members, along with health insurance coverage. To facilitate routine medical care, a medical centre has been established in collaboration with doctors. Moreover, the Company organized a COVID vaccination camp to assist employees and workers in battling through the unprecedented times.

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

Safety Incident/Number	Category	FY 23	FY 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.59	0
	Workers		
Total recordable work-related injuries	Employees	1	0
	Workers	6	2
No. of fatalities	Employees	0	0
	Workers	0	0
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 work place.

Ensuring Health and safety for workers and employees is deeply ingrained in corporate philosophy. The Company takes up various programmes to prevent accidents, illness, injuries, etc. Some of the corrective measures undertaken by the Company to mitigate and eliminate work-place injuries include the following. For more details refer to Principle 3.

- Shop floor training and classroom training, in order to increase awareness among all categories of employees.

- Conduct evacuation drills, mock drills and workplace monitoring on a regular basis.
- Incorporation of ERP system with ERT for immediate and proper response during emergency.

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

	FY 23			FY 22		
	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	Nil	-	-	Nil	-	-
Health & Safety	Nil	-		Nil	-	

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	All plants and offices of the Company were assessed for Health & Safety and working conditions.
Working Conditions	

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.

None

Leadership Indicators

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):

Yes. The Company provide Group Personal Accident (GPA) insurance policy for the employees and workers in the event of death.

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

The Company conducts monthly reviews of the Wage Register and PF Contributions provided by the personnel supply. In cases where GST payments are not made or not reflected on the GST Portal, prompt action is taken to expedite the GST filing by the Material Supplier. The finance department closely monitors the vendors' statutory dues, including GST payments, through government websites. If any default is detected, vendors are notified via email requesting timely payment. In situations where vendors do not respond to emails, appropriate legal actions are initiated on a case-by-case basis.

3. Provide the number of employees / workers having suffered high consequence work-related 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:

Not Applicable as there were no high consequence work-related injury/ill-health/fatalities.

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):

No.

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	The Company expects all its value chain partners like suppliers and contractors to adhere to various regulatory requirements including safety laws and labour conditions
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 Indicators

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

The Company has established well-defined processes for identifying key stakeholder groups that have a significant interest in its operations and are directly impacted by its activities. Through comprehensive stakeholder mapping exercises, the organization identifies and prioritizes various stakeholders, including employees, customers, investors, suppliers, regulators, local communities, and NGOs on the basis of level of significance the stakeholder exerts on daily operations. The Company has established various communication channels as detailed in Question 2. The Stakeholder and Relationship Committee ensures that an effective self-regulatory mechanism exists to protect the interest of respective stakeholders. By actively involving and understanding the perspectives of these key stakeholders, the Company makes informed decisions and develop strategies that align with their interests while fostering a culture of transparency and trust.

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
Shareholders	No	Email, Newspaper, Advertisement, Website, Investor Calls	Monthly/quarterly/ annually / event-based	Business performance, Financial Results, Statutory requirements and compliances, etc.
Employees	No	Email, SMS, Pamphlets, Notice Board, Website, face to face meetings	Regularly / From time to time	Policies, Business Objectives, Achievements, awards, employee engagement, well-being and training initiatives.
Customers	No	Email, SMS, Newspaper, Brochures, Advertisement, Website	Regularly / From time to time	New product development, Product Safety and Quality, Service Offerings
Suppliers	No	Email, SMS, Newspaper, Advertisement, Website	Regularly / From time to time	Raw Material requirements, Product Quality, Supplier Compliance
Local Communities	No	Focussed Group Discussions, One -to-One Meetings	Need based	Community development programmes
Government	No	Email, Regulatory Compliance documents, prescribed Form filings and reporting	Regularly / From time to time	Regulatory filings, Compliances, Requisite approvals, etc.
Banks/ Financial institutions	No	Email, Website	Regularly / From time to time	Banking requirements, compliances, etc.

Leadership Indicators

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.

The Company has a Stakeholders' Relationship Committee as well as other various Committees, viz. Audit Committee, Nomination and Remuneration Committee, Risk Management Committee and Corporate Social Responsibility Committee ensures the open and transparent process for addressing the stakeholder concerns relating to economic, environmental and social topics. Stakeholders' concerns are regularly reported to the committee for consideration, while the Company's policies and actions are shared as input for the stakeholders. The insights from these consultations have played a vital role in setting strategies, business objectives and making informed decisions.

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.

No.

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

At the Company, the community grievances and concerns are given due importance and addressed. In addition, the Company through its CSR initiatives ensures the well-being of marginalised/vulnerable stakeholder groups.

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:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	576	576	100%	464	464	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	576	576	100%	464	464	100%
Workers						
Permanent	166	166	100%	178	178	100%
Other than permanent	1442	1442	100%	1154	1154	100%
Total Workers	1608	1608	100%	1332	1332	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 23					FY 22				
	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	546	21	4%	525	96%	442	0	0%	442	100%
Female	30	4	13%	26	87%	22	0	0%	22	100%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent										
Male	166	12	7%	154	93%	178	9	5%	169	95%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	1441	419	29%	1022	71%	1154	356	31%	798	69%
Female	1	0	0%	1	100%	0	0	0%	0	0%



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
Employees other than BoD and KMP	596	INR 3,19,156	34	INR 2,29,102
Workers	179	INR 1,98,606	0	0

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)

The Company has established a transparent employee grievance redressal mechanism where employees and workers are encouraged to report any grievances or concerns relating workplace safety, discrimination etc. The HR department takes the ultimate responsibility to resolve the employee grievance fairly and transparently and ensure strict adherence to human rights guidelines and standards across the organisation. Suggestion boxes are placed across all units for employees to place their grievances.

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

Yes. At the Company, the Company has well-defined internal mechanism to redress grievances related to human rights issues. All grievances received from workforce including human rights issues are ensured to treated transparently in line with the structured approach outlined by management.

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

	FY 23			FY 22		
	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	None	None	-	None	None	-
Discrimination at workplace	None	None	-	None	None	-
Child Labour	None	None	-	None	None	-
Forced Labour/Involuntary Labour	None	None	-	None	None	-
Wages	None	None	-	None	None	-
Other human rights related issues	None	None	-	None	None	-

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

The Company adheres to strict policies and guidelines to prevent discrimination and promote a culture of inclusivity and equal opportunity for all employees and workers. The Company believes in gender equality and does not tolerate any kind of discrimination on any grounds of sex, colour, race, ethnicity etc., The Company encourages employees to report any concerns or matters without fear of retaliation, ensuring that they are not subjected to any disadvantage. Confidentiality is maintained wherever required during the process of addressing such issues, emphasizing the commitment to providing a safe and supportive environment for employees to raise their concerns openly.

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

Yes, Human rights requirements form a part of our business agreements and contracts.

9. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

NIL.

Leadership Indicators

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

The Company has conducted business responsibly upholding the basic human rights standards eliminating the need for modification of any business processes on account of human rights grievances/complaints.

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

The Company diligently conducts regular audits to ensure responsible business conduct, guaranteeing that no child labour, forced labour, discrimination or unsafe working conditions are present. For more details on scope and coverage of human rights due-diligence, refer to Principle 3 and Principle 5.

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, in compliance with the Rights of Persons with Disabilities Act, 2016, the Company ensures that all its premises and offices are accessible to differently abled employees and workers.

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	
Discrimination at workplace	
Child Labour	The Company expects all its vendors, suppliers and other value chain partners to adhere to ethical standards, labour laws, safety laws, human rights for continued engagement with the Company.
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

None.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 23	FY 22
Total electricity consumption (A)	GJ	74731.25	66999.02
Total fuel consumption (B)	GJ	33225.97	480.72
Energy consumption through other sources (C)	GJ	-	-
Total energy consumption (A+B+C)	GJ	107957.22	67479.75
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Million Rupees	16.62	13.27
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The company derives energy from various fuel sources including diesel and natural gas. Diesel consumption in company owned vehicles is included in FY 2023.

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.



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:

Parameter	FY 23	FY 22
Water withdrawal by source (in kilolitres)		
(i) Surface Water	3826	1599.75
(ii) Ground Water	5135	3560
(iii) Third Party Water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8961	5159.75
Total volume of water consumption (in kilolitres)	8961	5159.75
Water intensity per rupee of turnover (Water consumed / turnover in lakhs)	0.14	0.10
Water intensity (optional) – the relevant metric may be selected by the entity	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.

No.

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

All three units of the Company are Zero Liquid Discharge plants demonstrating an exceptional ability to recover and recycle all the wastewater generated during their operations, leaving behind no liquid discharge. The Company has also set up a septic system to manage domestic wastewater.

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

The Company will report air emission related parameters from next reporting cycle.

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.

Not Applicable.

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

Parameter	Unit	FY 23	FY 22
Total Scope 1 emissions (Break-up of GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tons of CO ₂ equivalent	2070.09	42.84
Total Scope 2 emissions (Break-up of GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tons of CO ₂	16075.29	14138.06
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Million turnover in INR	2.79	2.79
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*Diesel in company owned vehicles is included from FY 2023

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.

Yes, as a part of its sustainability commitment, the Company has taken various initiatives to minimise its greenhouse gas emissions as detailed in leadership indicator. The Company has also installed 180 kW Solar Panels. The Company has established a Windmill of 1.25 MW capacity at Baradiya in Jamnagar, Gujarat and two Windmills of 250kW capacity at Sujapur in Ratlam, Madhya Pradesh.

8. Provide details related to waste management by the entity:

The Company has generated 138478 MT of metal scrap waste in Maroli and Silvassa units which are sent to authorised recyclers. Through this, the Company ensures that the metal scrap waste is treated in environmentally sound process for transformation minimizing its impact on the ecosystem.

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.

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.

The Company have established a comprehensive waste management system that aims to reduce waste generation, promote recycling, and ensure proper disposal of non-recyclable waste. By implementing waste segregation at the source, the Company effectively manages different types of waste materials. Regular audits and assessments are conducted to monitor waste generation patterns and identify opportunities for improvement. Through various initiatives, such as promoting the reuse of waste materials including lubrication oil, eco-friendly packaging, encouraging employees to adopt sustainable practices, the company strives to minimize its environmental footprint and contribute to a cleaner and greener future. Their waste management practices align with their broader environmental goals and demonstrate their dedication to sustainable development and environmental stewardship.

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:

None of the entities/offices are located in/around the ecologically sensitive areas.

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

Not Applicable.

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:

Yes, the entity is compliant with all applicable environmental laws and regulations and there were no instances of non-compliance recorded in FY 2023.



Leadership Indicators

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

Parameter	Unit	FY 23	FY 22
From renewable sources			
Total electricity consumption(A)	GJ	3285.50	4163.21
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	3285.70	4163.21
From non-renewable sources			
Total electricity consumption (D)	GJ	71445.75	62835.81
Total fuel consumption (E)	GJ	33225.97	480.72
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	104671.72	63316.53

*Diesel consumption in company owned vehicles is added from FY 2023

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.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
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.

No.

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

The Company did not conduct any water risk assessments in this reporting cycle.

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.

Not Applicable.

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

The Company will report on Scope 3 emissions from next reporting cycle.

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

Not Applicable.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Saving Initiative	Installation of Air compressors with PM motor and VFD	The initiative resulted in power savings of 10-15%
2.	Energy Saving Initiative	Installation of VRV Air conditioners in place of split ACs	Implementing energy-efficient measures led to substantial power savings, reducing both costs and environmental impact.
3.	Energy Saving Initiative	Modification of DG set network with two 320 KVA DG set instead of one DG set.	Single small capacity of DG set to power the plant during night shifts and weekly off days has led to significant fuel savings.
4.	Energy Saving Initiative	Maintaining a power factor 0.99+ of plant for DGVCL & Torrent power.	Reduced loss of energy

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

The Company places significant emphasis on business continuity and disaster management plans as crucial elements of its risk management strategy. The Company has implemented a comprehensive business continuity plan to ensure the resilience and uninterrupted operation of critical business functions during emergencies or disruptive events. The Company has devised processes and plans to focus on preparedness, response and recovery measures in event of any disruptive events. The Company conducts regular mock drills and fire drills to assess the efficacy of internal systems and sensitise the employees, workers and other occupants on emergency measures. The Company will ensure to maintain the robust systems to ensure continuity and resilience to protect the well-being of employees, customers and other stakeholders under challenging circumstances.

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.

No, there are no significant adverse impacts to the environment, arising from the value chain of the entity.

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

Nil.

**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.**
None.
- 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.**
Not Applicable.
2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**
Not Applicable as there were no instances of competitive behaviour exhibited by the Company.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**
The Company did not engage in any policy advocacy activities during the reporting year.

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 financial year:**
Nil, the Company did not conduct any Social Impact Assessments in the reporting year.
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 as there are no ongoing Rehabilitation and Resettlement activity undertaken by the company.
3. **Describe the mechanisms to receive and redress grievances of the community:**
At the Company, the Company prioritizes open and transparent communication all stakeholders including community, and the Company has established a robust grievance redressal mechanism including complaints and feedback channels to receive and address any concerns or grievances the community may have. The Company believes in fostering strong relationships with the community and recognizes their invaluable role as stakeholders in the operations.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 23	FY 22
Directly sourced from MSMEs/ small producers	34.67%	35.46%
Sourced directly from within the district and neighbouring districts	51.55%	49.52%

Leadership Indicators

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):**
Not Applicable.
2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Navsari	95,28,355

3. 1. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No.
2. From which marginalized /vulnerable groups do you procure?
Not Applicable.
3. 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
Not applicable.
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.
Not Applicable.

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Clinic at Nadod Village	3634	100%
2.	Charity for Local Community	500	100%
3.	Charity for Education	100-150	100%
4.	Charity for Medical	250-300	100%

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 sets a high priority on responding to and resolving customer complaints and feedback. To achieve this, dedicated sales and service personnel ensures seamless and expeditious resolving of customer complaints received via email, phone calls to Sales and Service Personnel, etc. The dedicated team at the Company diligently reviews and investigates complaints and provide optimal resolutions. The Company believes in providing best in class customer service and aim to resolve complaints to the satisfaction of all parties involved.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	NIL



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

	FY 23		Remarks	FY 22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	The pending grievances will be resolved in next reporting year (FY 2024) with utmost customer satisfaction	0	0	The Company resolved the pending complaints in next reporting cycle (FY 2023)
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	6	0		3	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other (Quality Complaints in the Equipment under Warranty Period)	123	19		72	3	

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	12	Manufacturing defect (Main body except nozzle face)
Forced recalls	NIL	NIL

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 is a B2B company and do not offer products for sale online. However, the Company is committed to protecting the customer's data from various attacks leading to data breaches. The Company has a well-established and robust systems with necessary protection for ensuring data 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.

None.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information on the Company's products and services of the entity can be accessed at www.hleglascoat.com.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

At the Company, the company offers a care program based on customer requests. The program includes explanations of Do's & Don'ts as well as other essential technical information. Furthermore, the Company supplies customers with an installation and service manual alongside the equipment. The Company is committed to deliver sustainable and quality products and providing valuable customer service to all its customers.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

There were no instances of disruption/discontinuation of essential service have happened. However, the Company maintains a proactive approach by promptly notifying customers in the event of any potential disruptions or discontinuation. This ensures that customers are well-informed beforehand, allowing them to mitigate any financial or non-financial losses. The Company's commitment to transparent communication safeguards the interests of its valued customers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. Abiding with the local laws, the Company displays product related information in manuals and instructions. The information displayed include Equipment Capacity, Unique Equipment Number, Pressure and Temperature Rating, Customer PO Number, and Tag Number which is specified on the Name Plate. The Company also periodically conducts customer satisfaction and feedback surveys to enhance the service delivery.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: Nil.
- b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable.