

IWL: NOI: 2023

7th September, 2023

The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400 001	The Secretary National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra (E) Mumbai 400 051
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**Scrip code: 539083, 960303, 973989 Scrip code: INOXWIND
973992 and 973989**

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Ref.: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations')

Dear Sirs,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2022-23.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report of the Company for the Financial Year 2022-23 which can also be accessed at the following link:

<https://inoxwind.com/wp-content/uploads/2023/09/1.-Inox-Wind-Ltd-AR-2022-23.pdf>

We request you to take the above on record.

Thanking You

Yours faithfully,
For **Inox Wind Limited**


Deepak Banga
Company Secretary



Encl.: As above

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31901HP2009PLC031083
2.	Name of the Listed Entity	Inox Wind Limited
3.	Year of Incorporation	2009
4.	Registered Office Address	Plot No. 1, Khasra Nos. 264 to 267, Industrial Area, Village Basal, District Una – 174303, Himachal Pradesh
5.	Corporate Office Address	InoxGFL Towers, Plot No.17, Sector 16A, Noida- 201301 Uttar Pradesh
6.	E-mail	investors.iwl@inoxwind.com
7.	Telephone	+91-120-6149600
8.	Website	www.inoxwind.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	1) BSE Limited and 2) National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 92,594.85 Lakhs
12.	Name and Contact details (Telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Shri Deepak Banga, Company Secretary Telephone :0120-6149600 Email: investors.iwl@inoxwind.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).	Reporting has been done on standalone basis.

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business	% of Turnover of the Entity
1	Manufacturing of Wind Turbine Generators and its component	Manufacturing	93.54%

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

Sr. No.	Product/Service	NIC Code	% Of total turnover Contributed
1	Wind Turbine Generators	2710	93.54%

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	4	1	5
International	-	-	-

17. Market served by the entity:
a. No. of Locations

Locations	Number
National (No. of States)	8
Name of States	Rajasthan, Gujarat, Karnataka, Madhya Pradesh, Tamil Nadu, Kerala, Andhra Pradesh and Maharashtra
International (No. of Countries)	-
Name of Countries	-

b. What is the contribution of exports as a percentage of the total turnover of the entity? N.A.
c. A brief on types of customers

The company is primarily engaged in the business of manufacturing of Wind Turbine Generators (“WTG”) and providing the key solutions by supplying WTGs for Power Producers, Public Sector Power Producers and various C&I customers.

IV. Employees
18. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	239	225	94.14%	14	5.85%
2	Other than Permanent (E)	28	28	100%	0	0%
3	Total Employees (D+E)	267	253	94.75	14	5.24%
Workers						
4	Permanent (F)	592	592	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total Workers (F+ G)	592	592	100%	0	0%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Workers						
1	Permanent (D)	1	1	100%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Differently abled Employees (D+E)	1	1	100.00%	0	0.00%
Workers						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total differently abled Workers (F+ G)	0	0	0.00%	0	0.00%

19. Participation/Inclusion/Representation of women

Sr. No.	Total(A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel (other than BOD)	5	0	0.00%

20. Turnover rate for permanent employees and workers (Disclose trend for the past 3 years)

	FY 2022-23 (Turnover rate in Current FY)		FY 2021-22 (Turnover rate in previous FY)		FY 2020-21 (Turnover rate in the year prior to the previous FY)	
	Male	Female	Male	Female	Male	Male
	Permanent Employees	13.00%	20.00%	10.00%	24.00%	18.00%
Permanent Workers	16.05%	0.00%	4.65%	0.00%	12.00%	0.00%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. 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	Inox Leasing and Finance Limited	Ultimate Holding Company	67.28%	No
2	Inox Wind Energy Limited	Holding Company	54.70%	No
3.	Inox Green Energy Services Limited (IGESL) (formerly known as Inox Wind Infrastructure Services Limited)	Subsidiary	56.04%	No
4.	Waft Energy Private Limited	Subsidiary	100%	No
5	Resco Global Wind Services Private Limited (RESCO)	Subsidiary	100%	No
6	Marut-Shakti Energy India Limited	Step-down Subsidiary	100% held by RESCO	No
7	Satviki Energy Private Limited	Step-down Subsidiary	100% held by RESCO	No
8	Sarayu Wind Power (Tallimadugula) Private Limited	Step-down Subsidiary	100% held by RESCO	No
9	Vinirrrmaa Energy Generation Private Limited	Step-down Subsidiary	100% held by RESCO	No
10	Sarayu Wind Power (Kondapuram) Private Limited	Step-down Subsidiary	100% held by RESCO	No
11	RBRK Investments Limited	Step-down Subsidiary	100% held by RESCO	No
12	Wind One Renergy Private Limited*	Step-down Subsidiary	100% held by IGESL	No
13	Wind Two Renergy Private Limited#	Step-down Subsidiary	100% held by IGESL	No
14	Wind Three Renergy Private Limited*	Step-down Subsidiary	100% held by IGESL	No
15	Wind Four Renergy Private Limited	Step-down Subsidiary	100% held by IGESL	No
16	Wind Five Renergy Private Limited*	Step-down Subsidiary	100% held by IGESL	No
17	Suswind Power Private Limited	Step-down Subsidiary	100% held by IGESL	No
18	Vasuprada Renewables Private Limited	Step-down Subsidiary	100% held by IGESL	No
19	RipudamanUrja Private Limited	Step-down Subsidiary	100% held by IGESL	No

Sr. 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)
20	Vibhav Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
21	Haroda Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
22	Khatiyu Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
23	Vigodi Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
24	Ravapar Wind Energy Private Limited	Step-down Subsidiary	100% shares held by IGESL	No
25	Nani Virani Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
26	Aliento Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
27	Tempest Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
28	Vuelta Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
29	Flutter Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
30	Flurry Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
31	I-FoxWindtechnik India Private Limited [@]	Step-down Subsidiary	51% held by IGESL	No

*ceased to be subsidiary of IGESL and in turn step down subsidiary of the Company w.e.f. 7th October, 2022.

#ceased to be subsidiaries of Inox Green Energy Services Limited and in turn step down subsidiaries of the Company w.e.f. 30th July, 2022.

@became subsidiary of Inox Green Energy Services Limited and in turn step down subsidiary of the Company w.e.f. 24th February, 2023.

VI. CSR Details

22. Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)- Yes

Particulars	Amount
Turnover (In ₹)	58,332.02 Lakhs
Net worth (In ₹)	2,32,149.90 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 2022-23			FY 2021-22		
		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	The Company is regularly keeping track over the complaints of communities to resolve them on real time basis.	No	No	NA	No	No	The Company takes initiatives in addressing priority areas of improving lives and livelihood.
Investors (Others than Shareholders)	The Company keeps track of grievances received from members and the same are addressed promptly.	No	No	NA	No	No	Regular interactions with investors help the Company in understanding their requirements and taking actions in the response.
Shareholders	Secretarial Department looks over the grievances of shareholders and resolves them on priority.	No	No	NA	No	No	Regular meetings and discussions help the Company in understanding the Shareholders concern and take required actions.
Employees and Workers	Company is having detailed HR Policy covering different areas including grievance redressal mechanism for employees and workers.	No	No	NA	No	No	Regular interactions of senior management with employees and workers at respective units help in encouraging them to raise their concerns.

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 2022-23			FY 2021-22		
		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
Customers	The Company resolves the grievances of its customers and ensures best level of customer satisfaction.	No	No	NA	No	No	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions.
Value Chain Partners	The Company looks over the grievances and resolves them on priority.	No	No	NA	No	No	The Company is committed to serve its value chain partners in a sustainable and economically beneficial manner, it is regularly engaged in discussion on business issues and requirements, quality improvements and business plans with its value chain partners.

The Company is committed to pursue its business objectives in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior and for the purpose encourages and protects all of its stakeholders who wish to raise and report their genuine concerns.

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

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:

Sr. 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)
1	Chemicals used as raw materials and the process waste of composites in blades are hazardous in nature.	Risk	<ol style="list-style-type: none"> 1. Chemicals scrap, if not disposed of safely as per Pollution Control norms, may harm the soil. 2. Epoxy chemicals in its raw form (without mixing with its hardener) will contaminate ground water, if they are touching directly the soil. 	The Company is disposing of the uncured and/or hazardous waste as per norms prescribed by the State Pollution Control Board for incineration & then land filling, co-processing, etc. by generating the Statutory Manifest.	The Company is bearing the cost of such safe disposal of hazardous waste in terms of internal segregation, processing in machines, transportation to safe processing units, etc. as a part of its daily production activities. Required resources are accordingly budgeted, which is a major cost to the company for the safe disposal of hazardous wastes.
2	Risk of lawsuits	Risk	Any error of judgment in execution of contract or selection of projects site will lead to litigation and loss of repute.	In order to have better control and take timely steps towards risk mitigation, alongside the quarterly review, we have also started a monthly review mechanism and a weekly MIS update to management about potential risk and mitigation for the litigations listed in the next week or next month.	Defending against lawsuits can be expensive, which includes Legal fees, expert witness costs, and other related expenses that can quickly add up and strain the company's financial resources.
3	Risk of not getting additional funds	Risk	Wind Generation projects typically require significant upfront capital investment. If additional fund are not obtained, it may lead to delays or even cancellation of critical project components, hindering the project's successful implementation.	We are in the process of launching a 3.3 MW turbine, which will be a cash cow for the organization. Also, we are about to raise money through the IPO of our wholly owned subsidiary, which will deleverage the company. Further, promoters are also infusing equity into the company. We do not see any challenge in obtaining the desired funds & servicing the debts.	Insufficient funds can lead to delays in project development or in more severe cases, result in the cancellation of the project. These delays can increase overall project costs and may cause the company to miss out on potential revenue streams.

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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>Determination of Materiality of Events Policy https://www.inoxwind.com/wp-content/uploads/2016/01/ARCHIVAL%20POLICY%20FOR%20ANY%20MATERIAL%20EVENT.pdf</p> <p>Material Subsidiary Policy https://www.inoxwind.com/wp-content/uploads/2022/08/Policy-on-material-subsidiary.pdf</p> <p>Nomination And Remuneration Policy https://www.inoxwind.com/wp-content/uploads/2014/11/Nomination__Remuneration_Policy_IWL.pdf</p> <p>Related Party Transactions Policy https://www.inoxwind.com/wp-content/uploads/2022/08/Policy-on-RPT-IWL.pdf</p> <p>Whistle Blower Policy / Vigil Mechanism Policy https://www.inoxwind.com/wp-content/uploads/2019/08/IWL-%20Whistleblower%20Policy%2031March2019.pdf</p> <p>Dividend Distribution Policy https://www.inoxwind.com/wp-content/uploads/2017/02/IWL%20-%20Dividend%20Distribution%20Policy%20-%2021012017.pdf</p> <p>https://inoxwind.com/wp-content/uploads/2023/08/1.-hsem.pdf</p> <p>https://inoxwind.com/wp-content/uploads/2023/08/7.-geecol.pdf</p> <p>https://www.inoxwind.com/wp-content/uploads/2017/02/IWL%20-%20Dividend%20Distribution%20Policy%20-%2021012017.pdf</p> <p>https://www.inoxgreen.com/PDF/policy/gphr.pdf</p> <p>https://inoxwind.com/wp-content/uploads/2023/08/1.-hsem.pdf</p> <p>https://inoxwind.com/wp-content/uploads/2023/08/2.-gcc.pdf</p> <p>https://www.inoxgreen.com/PDF/policy/geecol.pdf</p> <p>https://inoxwind.com/wp-content/uploads/2023/08/2.-gcc.pdf</p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company is committed to conducting its operations as per the prescribed policies in place. Top-level management has circulated all relevant policies across all units and respective departments, and the company ensures that all the conducted tasks have been done keeping in mind the established policies and procedures of the entity. The Company's commitment to translating the policy into procedures reflects its dedication to compliance, accountability, and responsible business practices, promoting a culture of integrity and excellence within the organization.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company always encourages its value chain partners to work in an ecologically and socially beneficial manner. The Company conducts its business operations keeping in mind sustainability requirements and adhering to its various policies and procedures. The company always ensures that its business operations add value to society and will help to heal environmental disparities. However, the company is making continuous efforts to persuade its value chain partners to join hands with it for the benefit of the environment and society.								

- | | | |
|----|--|--|
| 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 for Quality Management System |
| 5. | Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company is continuously working towards the betterment of the environment and society. The Company's dedication goes beyond compliance with the law and encompasses the integration of sound environmental practices into its business decisions. It is guided by its environmental principles and considers the environment in all aspects of its business. |
| 6. | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Key Performance targets are set internally and monitored and acted upon continuously. The Company diligently oversees the progress against its action plan. |

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)**

As directors, we hereby affirm our unwavering commitment to sustainability and environmental protection. We recognize the critical role our company plays in the wind energy market and we acknowledge our responsibility to minimize our environmental footprint and contribute to a greener and more sustainable future. As directors, we are responsible for ensuring that our company operates in full compliance with all applicable environmental laws, regulations, and industry standards. We stay updated on evolving environmental requirements and integrate them into our policies and practices. We strive to maintain open and transparent communication with regulatory authorities, ensuring that we meet or exceed all obligations related to sustainability and environmental protection.

We value the input and concerns of our stakeholders, including employees, customers, local communities, and investors. We actively engage with these stakeholders to foster dialogue, gather feedback and address their expectations related to sustainability and environmental protection. As directors, we are accountable for overseeing and championing the implementation of our sustainability and environmental protection initiatives. We regularly review and monitor our company's performance, ensuring that it aligns with our commitment to sustainability and environmental responsibility. We encourage transparency and accountability throughout our organization, promoting a culture that embraces sustainability and environmental stewardship at every level.

We firmly believe that our responsibility extends beyond financial performance and we are resolute in our pursuit of a sustainable and low-carbon future. Through our dedicated efforts, we aim to make a positive and lasting impact on the environment, society and the communities in which we operate.

Our Vision

To establish ourselves as a leading provider of renewable energy solutions, particularly in the wind energy sector. We are committed to sustainable development practices and aim to contribute to the reduction of greenhouse gas emissions by promoting clean and renewable energy sources.

Our Mission

To establish ourselves as a leading provider of integrated wind energy solutions in India and expand into markets globally. Our endeavor is to align ourselves with the needs and values of all our stakeholders, and we aim to achieve this by:

- Expanding and improving our existing manufacturing facilities
- Increasing our inventory of quality project sites
- Improving the cost-efficiency of generating power from wind energy while maintaining high quality standards and project execution capabilities
- Continuing to consolidate our position in the Indian market and grow outside India.

A limitless journey towards Sustainability:

The Company is pledged to develop sustainable solutions that will benefit the future generations and underscores our commitment to promoting renewable energy as a key pillar of India’s energy mix. Following are objectives for which we strive for:

- **Renewable Energy Generation:** The primary objective of our company is to generate clean and renewable energy from wind resources, reducing reliance on fossil fuels and contributing to the transition to a low-carbon economy.
- **Carbon Emission Reduction:** We often set targets to reduce carbon emissions associated with energy production. This can include monitoring and minimizing emissions from the construction and operation of wind farms, as well as the entire supply chain.
- **Resource Efficiency:** Maximizing the efficiency of wind turbines and wind farms is crucial. The company aims to optimize the design and operation of turbines to extract the maximum energy from the wind, minimizing waste and maximizing the use of available resources.

Short term Priorities:

- 1. Reduction in Resources Consumption:** The Company will improve the energy efficiency of its wind turbines and manufacturing processes, which will result in higher energy output per unit and reduce resource consumption.
- 2. Waste Reduction:** The Company will ensure sustainable sourcing of materials and responsible waste management practices to reduce waste.

Mid-term Priorities:

- 1. Environment Conservation:** Wind energy companies prioritize environmental conservation. The Company will conduct environmental impact assessments before constructing wind farms, ensuring proper land use and wildlife protection while minimizing any negative effects on the ecosystem.
- 2. Health and Safety:** The Company may implement robust safety measures, training programs, and occupational health incentives to protect its workforce and minimize any adverse impact on local communities.

Broader Trends Influencing Sustainability Priorities are:

- 1. Climate Change:** As the world becomes more aware of climatic changes, we harness the power of wind to generate clean, renewable electricity. By displacing fossil fuel-based electricity generation, wind energy reduces CO2 and other pollutants that contribute to climatic changes.
- 2. Resources Depletion:** Wind energy is a sustainable alternative to fossil fuel-based power generation. Here we are promoting electricity generation from Wind turbines that will reduce the depletion of non-renewable sources such as coal, natural gas etc.
- 3. Consumer demand:** Consumers are becoming more aware of the environmental and social impacts of traditional energy sources. As we produce renewable energy, we contribute to meeting consumer demand.
- 4. Regulations and standards:** Governments and industry bodies are introducing regulations and standards to promote sustainability while mitigating the potential impact on wildlife, ecosystem and local communities. The company needs to comply with these regulations to ensure that their projects meet the required environmental standards.
- 5. Noise and Visual Impact Mitigation:** Address concerns related to noise and the visual impact on local communities. Employ advanced turbine designs, including quieter blades and tower structures, to reduce noise levels. Engage with local communities to ensure their input and address any visual concerns by considering appropriate turbine placements and designs.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Devansh Jain and Shri Manoj Shambhu Dixit, Whole-time Directors of the Company are responsible for implementation and oversight of the Business Responsibility policy (ies).															
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.	<p>Yes, the composition of Business Responsibility Committee is as under:</p> <table border="1"> <thead> <tr> <th data-bbox="526 1736 622 1780">Sr. No.</th> <th data-bbox="622 1736 1181 1780">Name</th> <th data-bbox="1181 1736 1441 1780">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="526 1780 622 1825">1.</td> <td data-bbox="622 1780 1181 1825">Shri Devansh Jain, Whole-time Director</td> <td data-bbox="1181 1780 1441 1825">Member</td> </tr> <tr> <td data-bbox="526 1825 622 1870">2.</td> <td data-bbox="622 1825 1181 1870">Shri Manoj Shambhu Dixit, Whole-time Director</td> <td data-bbox="1181 1825 1441 1870">Member</td> </tr> <tr> <td data-bbox="526 1870 622 1915">3.</td> <td data-bbox="622 1870 1181 1915">Shri Mukesh Manglik, Non-Executive Director</td> <td data-bbox="1181 1870 1441 1915">Member</td> </tr> <tr> <td data-bbox="526 1915 622 1937">4.</td> <td data-bbox="622 1915 1181 1937">Chief Financial Officer</td> <td data-bbox="1181 1915 1441 1937">Member</td> </tr> </tbody> </table>	Sr. No.	Name	Position	1.	Shri Devansh Jain, Whole-time Director	Member	2.	Shri Manoj Shambhu Dixit, Whole-time Director	Member	3.	Shri Mukesh Manglik, Non-Executive Director	Member	4.	Chief Financial Officer	Member
Sr. No.	Name	Position															
1.	Shri Devansh Jain, Whole-time Director	Member															
2.	Shri Manoj Shambhu Dixit, Whole-time Director	Member															
3.	Shri Mukesh Manglik, Non-Executive Director	Member															
4.	Chief Financial Officer	Member															

10. Details of Review of NGRBCs by the Company:

Subjects 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	The Company conducts regular audits and evaluations for compliance with its policies and procedures across all units and offices. Evaluation has been done internally.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company ensures compliance with all statutory requirements and takes immediate action in the event of any non-compliance identified. This company has incorporated various controls and checks into its day-to-day operating activities to avoid non-compliance.									Quarterly								

P1 P2 P3 P4 P5 P6 P7 P8 P9

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

No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA								
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)									

SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators- Importance to Investors:

Overview / Objective: It illuminates entity values & a commitment to high standards of ethical conduct. Demonstrating a "good faith effort" to prevent illegal acts may reduce the financial risks associated with government fines for ethical misconduct. This principle is aligned with SDG 16- Peace and Justice Strong Institutions.

1. Percentage coverage by training and awareness programs on any of the principles during the year Overview / Objective:

This gives insight into how the organization embeds its policy commitments for responsible business conduct, including the commitment to respect human rights, throughout its activities. It also ensures that everyone in the organization is aware of the policies & respects human rights.

Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Board of Directors	Nil	NA	NA
Key Managerial Personnel	Nil	NA	NA
Employees other than BOD and KMPs	75	<ul style="list-style-type: none"> • Fair Business Practices (FBP) • Human Rights Awareness • ISO 26000 • PMSDP- Performance Evaluation, Individual Development Planning & Feedback • Understanding the UN Global Compact • Social Accountability & Responsibility and many more 	>80%
Workers	5	<ul style="list-style-type: none"> • Health & Safety • Behavioral Training • Technical Training • Awareness training on SA 8000 	>90%

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):

Overview / Objective: This gives insight into the ability of management to ensure that the organization conforms to certain performance parameters & to enable stakeholders to evaluate the efficacy & scope of enterprise risk management.

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	-	NA	NA	NA	NA
Settlement	-	NA	NA	NA	NA
Compounding Fee	-	NA	NA	NA	NA

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Has an appeal been preferred? (Yes/No)
Imprisonment	-	NA	NA	NA
Punishment	-	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.

Overview / Objective: This gives insight into the ability of management to ensure that the organization conforms to certain performance parameters & to enable stakeholders to evaluate the efficacy & scope of enterprise risk management.

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

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.

Overview / Objective: It enables the stakeholders to know about the entity's compliance with the applicable laws relating to bribery & corruption & illuminates entity values & a commitment towards high standards of ethical conduct.

The Company has proactively taken measures to combat bribery and corruption. The Company has an anti-corruption and anti-bribery policy in place, and the same is part of the HR manual. The Company takes a stance of zero tolerance towards bribery and fraud practices, and our whistleblower policy provides the necessary safeguard.

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

Overview / Objective: It enables the stakeholders to know about the company's compliance with the applicable laws relating to bribery & corruption & illuminates company values & a commitment towards high standards of ethical conduct.

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Directors	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

Companies' robust codes of conduct, internal checks, and controls help avoid such instances. Ethical business practices and high governance standards have been the bedrock of our business policies and practices. Efficient conduct of the business of the Company through complete transparency in discharging its corporate responsibilities and accurate accountability thereof has resulted in sustained business excellence and delivering value to all our stakeholders.

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

Overview / Objective: It enables the stakeholders to know about the entity's compliance with the applicable laws relating to bribery & corruption & illuminates entity values & commitment towards high standards of ethical conduct.

Particulars	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Numbers	Remarks	Numbers	Remarks
Number of complaints received in relation to issues of conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of conflict of Interest of the KMPs	0	NA	0	NA

The Company's Conflict of Interest Policy is an integral part of the Company's commitment to maintaining a culture of transparency, fairness, and ethical conduct. We encourage all employees and stakeholders to report any suspected conflicts of interest to ensure that our business practices are conducted with the highest standards of integrity and in compliance with applicable laws and regulations.

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.

Overview / Objective: It enables the stakeholders to know about the entity's compliance with the applicable laws relating to bribery & corruption & illuminates entity values & a commitment towards high standards of ethical conduct.

Not applicable, as the company has not undergone any such instances.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

1. 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.

Overview / Objective: In order to do justice towards the interest of Entity, Stakeholders & public at large.

Yes, the company has a well-defined policy that outlines what constitutes a conflict of interest and the expected behavior of board members. The policy is communicated to all board members and reviewed periodically. The company maintains a record of all disclosed conflicts of interest. The board reviews these disclosures regularly to identify conflicts that require action or further discussion. When a conflict of interest arises, board members should be required to recuse themselves from any discussion or decision related to the matter.

The Directors and Senior Management are scrupulous in avoiding 'conflicts of interest' with the Company. In the event that there is likely to be a conflict of interest, in the case of Senior Management personnel, he/she should make full disclosure of all facts and circumstances thereof to the Managing Director, and prior written approval should be obtained. In the event that there is likely to be a conflict of interest in the case of the managing director, he should make full disclosure of all facts and circumstances to the Chairman of the Board. The Chairman and any Director of the Board in like circumstances should make full disclosures to the Board. The Code of Conduct is available on the Company's website.

Web link for company's code of conduct is: -

[IWL-Code_of_Conduct_to_regulate_monitor_and_report_trading_by_its_Designated_Persons_and_others.pdf](#)

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

Overview / Objective: This covers an organization's support for local suppliers or those owned by members of vulnerable groups. It also covers how the organization's procurement practices (such as the lead times it gives to suppliers, or the purchasing prices it negotiates) cause or contribute to negative impacts in the supply chain or environment. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 5: Gender Equality, GOAL 6: Clean Water and Sanitation, GOAL 7: Affordable and Clean Energy, GOAL 7: Affordable and Clean Energy, GOAL 8: Decent Work and Economic Growth, GOAL 9: Industry, Innovation and Infrastructure, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities, GOAL 12: Responsible Consumption and Production, GOAL 13: Climate Action, GOAL 14: Life Below Water, GOAL 15: Life on Land and GOAL 16: Peace and Justice Strong Institutions.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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.

Overview / Objective: Measuring expenditure on R&D on specific technologies to improve the environmental and social impacts: Casts light on major technological shifts & technological advantages, which also demonstrates how the entity has been focusing on mitigating its adverse environmental & social impact.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of Improvements in Environmental and social impacts
R&D	NIL	NIL	NIL
Capex	NIL	NIL	NIL

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

Overview / Objective: By actively managing sustainable sourcing, companies act in their own interests, the interests of their stakeholders & the interests of society at large.

Yes. The nature of the business of the Company is related to the manufacturing of wind turbine generators, which promotes a sustainable environment. The Company seeks to enhance traceability and transparency within its supply chain. This involves tracking the origin of raw materials or components, ensuring compliance with sustainability certifications or standards, and providing information to consumers or stakeholders about the sustainable sourcing efforts for the procurement of raw materials and components. For some components, wherever possible, the Company strives to maximize procurement from local suppliers to reduce the amount of fuel used for transportation.

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

Almost 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.

Overview / Objective: Reclaiming refers to collecting products & their packaging materials at the end of their useful lives, for reusing, or recycling or safe disposal. Reclaimed items can include products & their packaging materials that are collected by or on behalf of the organization, by a third-party contractor.

The Company is committed to conducting its operations in an ecologically beneficial manner. Plastic waste is given to

direct recycling. Hazardous waste is given, post-grinding and segregation at the plant level, to GPCB and MPPCB authorized recyclers for co-processing and incineration, followed by land filling. Disposal at the TSDF (Treatment Storage and Disposal Facility) site and for co-processing at the CHWIF (Common Hazardous Waste and Incineration Facility) facility for hazardous waste.

During Financial year 22-23, 54.80 Tons of other packaging materials have been sold for recycling which are non-hazardous.

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.

Overview / Objective: "Extended Producer Responsibility" means the responsibility of a producer for environmentally sound management of product until the end of its life. The Uniform Framework for Extended Producers Responsibility issued by Ministry of Environment, Forest & Climate Change places responsibility on producers, importers & brand owners to establish a system for collecting back the plastic waste generated due to their products & submit a plan for such collection with the relevant Pollution Control Board(s)

The company sold all its E-waste to environmentally reputed vendors to ensure safe disposal of the e-waste generated. The company is also setting norms related to E-waste and other hazardous waste to ensure that their disposal will not result in environmental degradation. Extended Producer Responsibility is applicable to the company. Disposal at the TSDF (Treatment Storage and Disposal Facility) site and for co-processing at the CHWIF (Common Hazardous Waste and Incineration Facility) facility for hazardous waste. Plastic and other Waste have been given to GPCB and MPPCB-authorized recyclers.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

1. 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:

Overview / Objective: This can predict the possible overloading on current waste management facility capacities & provide decision support for designing strategies to approach resource sustainability.

Particulars	FY 2022-23			FY 2021-22		
	Current Financial Year			Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	13.32	NA	NA	2
E-Waste	NA	NA	0	NA	NA	0
Hazardous Waste	NA	NA	407.23	NA	NA	329.1
Other Waste	NA	NA	Paint tin -2803 nos 358.43 Resin Container-316 nos.	NA	NA	54.8

PRINCIPLE 3

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

Objective - This Principle encompasses all policies & practices of an organization relating to the well-being of all employees or its value chain partners, without discrimination & in an inclusive manner. The principle recognizes that an employee's well-being includes his/her family's well-being & a positive work environment. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 4: Quality Education, GOAL 5: Gender Equality, GOAL 8: Decent Work and Economic Growth, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities and GOAL 16: Peace and Justice Strong Institutions.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS
1. (a). Details of measures for the well-being of employees:

Overview / Objective: This disclosure gives insight into the organization's approach towards employees & workers by understanding the kind & extent of benefits it offers. The quality of benefits offered has a key role/influence on an organization's attrition rate. Policies like no gender bias for maternity & paternity leave can lead to the greater recruitment & retention of qualified employees. Offering health/accidental insurance & daycare facilities is a way to promote/ensure the mental well-being of the employee & their family.

Category	Total (A)	% of employees 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 Employees											
Male	225	225	100%	225	100%	0	0%	225	100%	NA	NA
Female	14	14	100%	14	100%	14	100%	0	0%	NA	NA
Total	239	239	100%	239	100%	14	5.86%	225	94.14%	NA	NA
Other than Permanent Employees											
Male	28	28	100%	28	100%	0	0%	28	100%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	28	28	100%	28	100%	0	0%	28	100%	NA	NA

The well-being of employees is a top priority for the Company, and we have implemented several measures to support and promote the physical, mental, and emotional well-being of our employees.

(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	592	592	100%	592	100%	0	0%	592	100%	NA	NA
Female	0	0	0%	0	0%	0	0%	0	0%	NA	NA
Total	592	592	100%	592	100%	0	0%	592	100%	NA	NA
Other than Permanent Workers											
Male	0	Nil	NA	Nil	NA	Nil	NA	Nil	NA	NA	NA
Female	0	Nil	NA	Nil	NA	Nil	NA	Nil	NA	NA	NA
Total	0	Nil	NA	Nil	NA	Nil	NA	Nil	NA	NA	NA

The Company is committed to ensuring the well-being of its workers through comprehensive measures that promote a safe, healthy, and supportive work environment, while providing opportunities for growth. Happy Employees are the key to a successful, purposeful and growing entity.

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

Overview / Objective: In the interest of employees: to provide security. Offering retirement benefits is a way to promote/ensure the mental well-being of the employee & their families as well as the organization's willingness to have a long-term association with its employees & workers.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 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	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0.84%	Yes	0.45%	100%	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently able 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.

Overview / Objective: Accessibility refers to physical accessibility such as wheelchair ramps, braille signage & accessible restrooms, & digital accessibility, where information & communication technology is accessible to all &/or compatible with assistive technology devices. This disclosure on accessibility to differently able persons provide valuable insight into human capital strategy & the level of inclusivity offered by the management regarding certain protected employment classes.

The Company considers its team a very valuable asset. The Company has a culture of empowerment that values and respects individual potential and helps each one achieves it to the fullest. The individual is made to feel like he or she owns the job and does not just perform it. Also, the Company strives hard to improve the quality of work-life balance for total job satisfaction and social harmony among its people.

We believe that no person should be discriminated against on the basis of an individual's disability. We have constructed our premises keeping in mind the hardships of differently able people. We do our best to mitigate discrimination against differently able people. The office space is designed to accommodate individuals with different mobility needs.

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.

Overview / Objective: Freedom from discrimination is a human right & a fundamental right at work. Discrimination can impose unequal burdens on individuals or deny fair opportunities on the basis of individual merit.

The Company provides equal opportunity for all people. The Company recruits all those who are capable of being selected based on the required ability and qualifications for the respective job and doesn't discriminate against anyone. However, the company does not have a specific written policy in place with respect to this.

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

Overview / Objective: This disclosure gives an overview of whether or not the entity believes inequitable gender choice for maternity & paternity leave & also an insight into the work pressure & working system of the entity. Parental leave refers to maternity & paternity leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	20	100%	15	100%
Female	1	0	0	0
Total	21	100%	15	100%

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

Overview / Objective: Gives an overview of whether there exists a channel for an employee to voice his/her concern over any grievances & how the entity resolves them in order to ensure that the organization can provide for or cooperate in the remediation of negative impacts that it identifies it has caused or contributed to.

Yes/No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	NA

The Company is committed to protecting the interests of its employees and workers. The management safeguards the interests of the employees and ensures that their grievances are attended to promptly and effectively within the time frame defined in the policy. The objective of the policy is to facilitate open and structured discussion on employees' work-related grievances with the intent of ensuring that the grievance is dealt with in a fair and just manner while being in compliance with the Company's policies.

The electronic mechanism of Pay-guru software is installed for the same. Employees are encouraged to first discuss the grievance with their immediate reporting authority and attempt to arrive at a solution before invoking a formal grievance redressal mechanism.

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

Overview / Objective: Gives insights into whether or not the employees' freedom of association & collective bargaining is respected by the entity. Data from both the previous & the current year improves comparability & transparency.

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 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 (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	239	Nil	Nil	243	Nil	Nil
Male	225	Nil	Nil	228	Nil	Nil
Female	14	Nil	Nil	15	Nil	Nil
Total Permanent Workers	592	Nil	Nil	669	Nil	Nil
Male	592	Nil	Nil	669	Nil	Nil
Female	Nil	Nil	Nil	0	Nil	Nil

8. Details of training given to employees and workers:

Overview / Objective: This disclosure provides insight into the scale of an organization's investment in training & the degree to which the investment is made across the entire employee base. Also, to review the current status of the strategies, processes, & activities used by an organization to control risks to health & safety. Training on health & safety can include general training on health & safety as well as training on specific work-related hazards, hazardous activities, or hazardous situations. It can also include training on mental health. Training programs on skill up gradation can include both internal training courses & funding support for external training or education.

Particulars	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and Safety		On Skill Up gradation		Total (D)	On Health and Safety		On Skill Up gradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
	Employees									
Male	225	32	14.22%	52	23.11%	228	22	9.65%	51	22.38%
Female	14	0	NA	0	NA	15	0	NA	0	NA
Total	239	32	13.38%	52	21.76%	243	22	9.05%	51	20.99%
Workers										
Male	592	91	15.37%	318	53.72%	669	62	9.26%	322	48.13%
Female	0	0	0	0	0	0	0	0	0	0
Total	592	91	15.37%	318	53.72%	669	62	9.26%	322	48.13%

Safety and skill-upgrade training are continuous processes at the Company. As a policy, all permanent employees are regularly provided with basic safety training across the organization. All employees of the Company are encouraged to upgrade their knowledge and skills. The company provides on-the-job as well as off-the-job training opportunities to its employees. On-the-job training is directly related to the employees' line of work, whereas off-the-job training involves training in specific new skills.

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

Overview / Objective: Regular performance & career development reviews can also enhance employee satisfaction, which correlates with improved organizational performance. Regular performance & career development review refers to review based on criteria known to the employee / worker & his or her superior. This disclosure measures the extent to which an organization regularly appraises employee performance. Such a review is undertaken with the knowledge

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total(C)	No.(D)	% (D/C)
Employees						
Male	225	225	100%	228	228	100%
Female	14	14	100%	15	15	100%
Total	239	239	100%	243	243	100%
Workers						
Male	Have not undergone the PMSDP process.			Have not undergone the PMSDP process.		
Female	Have not undergone the PMSDP process.			Have not undergone the PMSDP process.		
Total	Have not undergone the PMSDP process.			Have not undergone the PMSDP process.		

10. Health and safety management system:

Overview / Objective: It gives insights into how the quality of occupational health services is ensured, whether the services are provided by competent individuals with recognized qualifications & accreditations, & whether it complies with legal requirements &/or recognized standards/guidelines. It enables an organization to identify deficiencies in its overall management of occupational health & safety; address resources, policy, & operational controls; & ensure continual improvement.

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

The company has established a clear and comprehensive occupational health and safety policy

that outlines its commitment to maintaining a safe and healthy work environment. Along with risk assessment, identifying and evaluating potential hazards and the risks associated with them is conducted on a frequent basis.

Based on the findings, appropriate control measures have been implemented to minimize or eliminate the identified risks.

By implementing an occupational health and safety management system, the company creates a safer work environment, reduces accidents and injuries, improves employee well-being, and demonstrates its commitment to responsible business practices.

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 Company has used the EHS (Environment, Health & Safety) System to identify work-related hazards and assess risks on a routine and non-routine basis. This framework involves a series of processes aimed at identifying, assessing, and mitigating risks, with the active involvement of employees at all facilities. The company also conducts periodic audits to verify compliance with EHS standards. It is crucial for companies to ensure the well-being of their workforce, comply with regulations, and minimize risks associated with their operations.

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

Yes. A Framework is in place across the Company for employees as well as workers to spot and report work-related hazards and offer suggestions for improvements. All employees and workers are encouraged and empowered to spot and report work-related hazards. They are trained to recognize potential risks and are provided with clear channels for reporting. This encourages a culture of early hazard detection and allows for timely mitigation. Regular joint inspections are conducted by representatives from management

and employees. These inspections involve collaborative efforts to identify potential hazards and evaluate existing safety measures. By implementing this framework, the Company demonstrates its commitment to maintaining a safe working environment. Encouraging employees and workers to actively participate in hazard identification, reporting, and safety discussions helps create a sense of ownership and shared responsibility. In order to create an open and transparent safety culture across the Company, employees are encouraged to participate in and discuss safety related issues in forums like periodic EHS Committee meetings and Departmental Open Forums.

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

Human resources being the most valuable assets, the company ensures the protection of their interests and rights and is committed to providing the best working conditions to its employees and workers. In line with this, all employees and their family members have access to company-supported medical benefits. Workers have access to medical benefits through company-provided group insurance policies, company-funded medical support, and, where applicable, statutory benefits under ESIC.

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

Overview / Objective: It is a measure of the extent of harm suffered by employees & workers & enables the entity to recognize & rectify lacks/loopholes in its OHAS Management. Lost time is an indicator of the loss of productivity for an organization as a result of a work-related injury or ill health. Work related injury & ill-health arise from exposure to hazards at work & are directly related to performance of work-related tasks.

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of Fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

Overview / Objective: This disclosure gives an overview of the efforts taken by an entity to protect its workers & employees & shows the commitment of an entity towards the protection & well-being of its employees.

The Company conducts regular risk assessments to identify potential hazards associated with their manufacturing processes and work environment. This includes evaluating risks related to heavy machinery, electrical systems, working at heights, and the handling of materials. Based on these assessments, appropriate control measures are implemented to mitigate risks. This can involve the use of engineering controls such as machine guarding, ventilation systems, and ergonomic workstation design. Administrative controls such as safe work procedures, training programs, and regular equipment maintenance are also established to minimize risks.

To maintain a safe workplace, the organization encourages a culture of safety among its employees. They promote active employee participation by establishing safety committees, appointing safety representatives, and conducting regular safety inspections. Employees are encouraged to report incidents, near misses, and potential hazards, which are thoroughly investigated to prevent their recurrence. The manufacturer also encourages open communication channels, allowing employees to raise safety-related concerns without fear of reprisal.

Furthermore, the company complies with relevant occupational health and safety regulations and standards. They keep up with industry best practices and advancements, implementing necessary changes to improve workplace safety. The manufacturer also conducts regular internal audits and reviews to assess the effectiveness of their occupational health and safety measures, identify areas for improvement, and implement corrective actions as needed.

By implementing these measures, the company demonstrates its dedication to providing a safe and healthy workplace environment, protecting the well-being of its employees, and ensuring that safety remains a top priority throughout their operations.

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

Overview / Objective: Gives insights into the attentiveness of the entity toward the working environment, how effective their grievance redressal system is, data from both the year improves comparability & transparency.

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 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	0	0	No Complaint	0	0	No Complaint
Health & Safety	0	0	No Complaint	0	0	No Complaint

14. Assessments for the year:

Overview / Objective: This indicates the relative trustworthiness of the sustainability data published by the entity through various reporting channels.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Condition	100%

The Company is committed to taking health and safety measures and providing the best working conditions for its employees. The company has constituted a separate department, the "Safety Department," at each of its manufacturing facilities for ensuring the provision of the best working conditions for its employees, and the safety officer is charged with ensuring the same. The assessment is done by the internal department.

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.

Overview / Objective: This disclosure gives an overview of the efforts taken by an entity to protect its workers & employees from health & safety related risks & shows the commitment of an entity towards the protection & well-being of its employees.

Due to the robust safety control system at their plants, the company has not identified any major safety-related incidents throughout the year; however, in the event that any issue is identified, the company deals with it in the manner examined in earlier questions.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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).

Overview / Objective: Gives an overview of whether or not the entity is concerned about protecting the employees / workmen & their dependents in case they meet any accident or injury while working in the organization.

No.

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

Overview / Objective: It gives insights into whether or not the entity's value chain partners comply with the statutes & legal requirements.

A well-defined statutory compliance tracker is in place, which acts as a reminder for our compliance team to make sure we adhere to all the statutory dues & obligations.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Overview / Objective: It gives insights into whether or not the entity's value chain partners comply with the statutes & legal requirements.

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Employees	NA	NA	NA
Workers	NA	NA	NA	NA

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?

Overview / Objective: This disclosure provides insight into the scale of an organization's investment in transition assistance programs to plan skills acquisition that equips employees to meet strategic targets in a changing work environment. For those facing retirement, confidence, & quality of work relations are improved by the knowledge that they are supported in their transition from work to retirement.

The Company provides programs that include skill assessments to identify the employee's strengths and weaknesses, other programs may offer training workshops or access to online courses to upskill or reskill employees to meet the demands of the evolving job market. Employees receive guidance that helps them explore new career options, assess their skills and interests, and develop a personalized career plan.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all their stakeholders.

Overview / Objective: It provides an overview of the strategies used by an entity to engage with its various types of stakeholders & also intends to highlight how effectively the entity engages them. Through this process, engaging with stakeholders helps the organization identify & manage its negative & positive impacts. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 5: Gender Equality, GOAL 11: Sustainable Cities and Communities and GOAL 16: Peace and Justice Strong Institutions.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Overview / Objective: Gives insight into the organization's approach to identifying & engaging with various stakeholders.

The Company understands the significance of effective stakeholder engagement in driving success and ensuring the sustainable growth of operations. The Company employs a rigorous process to identify and engage with key stakeholder groups that have a vested interest in activities and are directly or indirectly impacted by them.

By systematically identifying and engaging with key stakeholder groups, the company ensures that their voices are heard, their interests are considered, and their feedback is integrated into our decision-making processes. This collaborative approach allows us to build trust, enhance our corporate reputation, and effectively address the diverse needs and expectations of our stakeholders.

We are committed to fostering strong stakeholder relationships as we work towards a sustainable and responsible energy future. The company considers each and every group of people as important stakeholders, directly or indirectly affected by the company, whose protection of their interests is the Company's responsibility.

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

Overview / Objective: Gives insight into how it provides stakeholders with information that is understandable & accessible through appropriate communication.

Stakeholders Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board website), Others	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ Others- Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Meetings, conferences and other correspondence.	Annually	Company's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation.
Employees	No	Personal/group interactions, mails and trainings.	Periodically/ throughout the year	Productivity, training, learning and development, career growth, work environment and culture
Suppliers/ Partners	No	Meetings and annual report.	Annually	Discussion on business issues and requirements, quality improvements, business plans and information on applicable statutory requirements and safety standards
Customers / Dealers	No	Meeting, Survey and Web portal	Quarterly	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior manager.
Community	No	Web portal, interactions	Whenever required	Affirmative Action (AA) initiatives addressing priority areas of improving lives and livelihood.
Government / Regulators	No	Industry representations, meetings and filings	Whenever required	Compliance, Ethics, Corporate governance, corporate citizenship

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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.**

Overview / Objective: It ensures that stakeholder's feedback is recorded & integrated into decision-making, & how stakeholders are informed about the way in which their feedback has influenced decisions.

The Company frequently interacts with its stakeholders and any material feedback received from the stakeholders is communicated to the Board on an ongoing basis.

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.**

Overview / Objective: It ensures that the stakeholders are informed about the way in which their feedback has influenced decisions.

As mentioned above, the Company continuously interacts with its stakeholders and is open to enacting upon and incorporating any suggestions received from them. During the period, the Company did not receive any material suggestions from any of the stakeholders.

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

Overview / Objective: To know how an organization engages with at-risk or vulnerable groups e.g., whether it takes specific approaches & gives special attention to potential barriers.

While there has not been any formal identification of the disadvantaged stakeholders, the Company's primary welfare activities are focused on children, women, elderly, farmers and socially & economically backward.

PRINCIPLE 5

Businesses should respect and promote human rights.

Overview / Objective: This Principle is aimed at helping entities demonstrate their performance in integrating their human Rights related values & morals with key processes & decisions. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 4: Quality Education, GOAL 5: Gender Equality, GOAL 8: Decent Work and Economic Growth, GOAL 10: Reduced Inequality and GOAL 16: Peace and Justice Strong Institutions.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Overview / Objective: This disclosure indicates the proportion of the employees & workers that can reasonably be assumed to have been sensitized to the importance of human rights. Also, it gives an insight into an entity's policy commitments for responsible business conduct, including the commitment to respect human rights.

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total(C)	No.(D)	% (D/C)
Employees						
Permanent	239	198	82.84%	243	202	83.13%
Other than permanent	28	26	92.86%	1	1	100%
Total Employees	267	224	88.53%	244	203	83.20%
Workers						
Permanent	592	495	83.61%	669	530	79.22%
Other than permanent	0	0	0%	0	0	0%
Total Workers	592	495	83.61%	669	530	79.22%

The Company is committed to protecting the interests of its employees and workers. We have a detailed HR manual that includes all relevant policies for the prevention of human rights, and the policy applies to all employees and workers of the company. The Company has not conducted any formalized training program on the issue of Human Rights for its employees and workers; however, we regularly encourage our employees and workers to report their grievances, if any.

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

Overview / Objective: Measuring wages & salaries contributes to the standardization of an equitable wage & compensation structure, as well as an understanding of pay disparities across different sections of employees.

Particulars	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
	Employees									
Permanent	239	0	0%	239	100%	243	0	0%	243	100%
Male	225	0	0%	225	100%	228	0	0%	228	100%
Female	14	0	0%	14	100%	15	0	0%	15	100%
Other than permanent	28	0	0%	28	100%	28	0	0%	28	100%
Male	28	0	0%	28	100%	28	0	0%	28	100.00
Female	0	0	0%	0	0.00	0	0	0%	0	0.00
Workers										
Permanent	592	0	0.00	592	100.00	669	1	0.15%	668	99.85%
Male	592	0	0.00	592	100.00	669	1	0.15%	668	99.85%
Female	0	0	0.00	0	0.00	0	0	0%	0	0%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0.00	0	0.00	0	0	0%	0	0%
Female	0	0	0.00	0	0.00	0	0	0%	0	0%

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

Overview / Objective: Maintains transparency between the entity & its stakeholders on Senior Management pay policies & gives insights into whether or not Remuneration policies further support the organization's strategy & contribution to sustainable development & align with stakeholders' interests.

Gender	Male		Female	
	Number	Median remuneration / Salary/Wages of respective category	Number	Median remuneration / Salary/Wages of respective category
Board of Directors (BOD)	2	₹ 80,44,783	0	0
Key Managerial Personnel	3	₹ 56,84,556	0	0
Employees other than BOD and KMP	221	₹ 6,10,444	14	₹ 5,28,224
Workers	592	₹ 2,09,413	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)

Overview / Objective: Indicates the seriousness with which human rights issues are looked at & investigated.

Yes, Head (HR). At every unit and office, the company has constituted a Human Resource Department, and the Head of Department is entrusted with the task of taking care of any human rights-related issues identified at the respective locations. The head of the HR Department regularly interacts with employees and workers to encourage them to report such issues, if any. The head of the HR Department also takes various unformalized training sessions on Human rights.

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

Overview / Objective: It enables stakeholders to know how they can raise concerns about, & seek remedy for, the organization's potential & actual negative impacts on them, also it shows an organization's commitment to remediate its negative impacts.

The Company has Policies on Human Rights that are applicable to all its employees, suppliers, and service providers. The said Policies and their implementation are directed towards adherence to applicable laws and upholding the spirit of human rights, as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the International Labour Organization (ILO). The Company has in place a 'Code of Conduct' across Businesses. A Grievance Redressal System to facilitate open and structured discussions is available at all units and locations to ensure that grievances related to labour practices and human rights are addressed and resolved in a fair and just manner.

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

Overview / Objective: It indicates the workplace culture of the entity. 'Discrimination' refers to unjust or prejudicial treatment of people, especially on the grounds of, but not limited to, caste, creed, sex, race, ethnicity, age, colour, religion, disability, socio-economic status or sexual orientation.

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 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	No	No	NA	No	No	NA
Discrimination at Workplaces	No	No	NA	No	No	NA
Child Labor	No	No	NA	No	No	NA
FForced Labour/ Involuntary Labour	No	No	NA	No	No	NA
Wages	No	No	NA	No	No	NA
OOther human rights related issues	No	No	NA	No	No	NA

Employees are encouraged to resolve grievances in the workplace at the earliest possible opportunity, usually with the least possible formality. In the event of an unsatisfactory outcome, we encourage our employees to take the matter to the higher authorities of the company as per the grievance redressal mechanism of the Company. Due to the company's friendly attitude and robust governance system, it has not received any complaints from its employees or workers during the financial year.

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

Overview / Objective: It indicates the workplace culture of the entity & highlights the mechanisms in place to safeguard the complainants from further harassment.

At the request of the complainant, the respective senior management at units and offices of the Company(as the case maybe) may provide interim measures till the final judgment on the identified issue such as: transfer of the aggrieved or the respondent to any other workplace; granting leave to the aggrieved person; restrain the respondent from reporting on the work performance of the aggrieved or writing confidential report, which duties may be transferred to other employees.

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

Overview / Objective: Shows the commitment of an entity to protect the human rights of its stakeholders.

Yes, all business agreements and contracts specifically mention that the entity is required to follow all required and applicable statutory norms. The Company is committed to following human rights requirements, as non-compliance of such requirements is against the Company's ethics and policies.

9. Assessments for the year:

Overview / Objective: Provides insight into the entity's commitment to protect the well-being & human rights of its employees.

Case Details	% 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%

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

Overview / Objective: Provides insight into the entity's commitment to protect the well-being & rights of its employees.

Not applicable, as no such incidents have been identified during the reporting year.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Overview / Objective: Gives insights into how much an entity is concerned about its stakeholders.

The Company's Code of Conduct is applicable to Directors, senior management, and employees of the Company. The Code covers the company's commitment to human rights aspects like self-respect and human dignity, child labor, gender friendly workplaces, ethical dealings with suppliers and customers, health & safety, the environment, transparency, and exemplary personal conduct. Any violation of the Code by an employee renders the person liable for disciplinary action. The Company has mechanisms

to address human rights grievances and complaints from all internal stakeholders.

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

Overview / Objective: Gives insights into the steps taken by the entity to identify & assess the nature of actual & potential adverse human rights impacts that can be caused by its activities.

The scope and coverage of human rights due diligence extends to our own operations including all its Plants and Offices.

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

Overview / Objective: Gives insights into the efforts taken by an entity to ensure to persons with disabilities access, on an equal basis with others.

Yes. We believe that no person should be discriminated against on the basis of an individual's disability. We have constructed our premises keeping in mind the hardships of differently abled people. We do our best to mitigate the discrimination against differently abled people.

The office space is designed to accommodate individuals with different mobility needs.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Overview / Objective: This Principle emphasizes the importance of environmental stewardship in ensuring long-term economic prosperity & societal well-being by highlighting the interconnections of environmental issues at the local, regional, & global levels, making it critical for businesses to address pollution, biodiversity conservation, sustainable natural resource management, & climate change (mitigation, adaptation, & resilience) in a fair, comprehensive, & systematic manner. The principle encourages businesses to assess the environmental consequences of their products & operations & to take steps to reduce & mitigate those consequences where they cannot be avoided. The principle encourages businesses to adopt environmental practices & methods that reduce or eliminate the negative impacts on/of their operations & supply chain. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 6: Clean Water and Sanitation, GOAL 7: Affordable and Clean Energy, GOAL 8: Decent Work and Economic Growth, GOAL 9: Industry, Innovation and Infrastructure, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities, GOAL 12: Responsible Consumption and Production, GOAL 13: Climate Action, GOAL 14: Life Below Water and GOAL 15: Life on Land.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Overview / Objective: Energy cost, source, availability, & resilience directly impact entity's ability to operate. Knowing such details aids transparency & pushes efficiency over time.

Parameter	FY 2022-23	FY 2021-22
	(Current Financial Year)	(Previous Financial Year)
Total electricity consumption(A)	15465.9 in Giga Joules	13703.7 in Giga Joules
Total fuel consumption (B)	447.54 in Giga Joules	499.2 in Giga Joules
Energy Consumption through other sources (C)	0	0
Total Energy Consumption (A+B+C)	15913.44 in Giga Joules	14202.9 in Giga Joules
Energy intensity per rupee of turnover (Total energy consumption/ turnover In Rupees)	2.728	2.740

The company is involved in regular evaluation exercises performed through its internal technical team to ensure efficient consumption of energy.

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.

Overview/ Objective: Perform Achieve & Trade (PAT) scheme has been launched by Bureau of Energy Efficiency under the National Mission for Enhanced Energy Efficiency (NMEEE) [details available at the link]. Under the Scheme, certain sites / facilities are identified as designated consumers & targets are set for such entities in related to the energy consumption.

The Company is committed to conducting its operations in a sustainable and environmentally friendly manner. We ensure safe disposal of all types of waste that we generate and also contribute towards the betterment of the environment by recycling the waste of others. However, the PAT scheme of the Government of India is not applicable to the company.

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

Overview / Objective: Gives insights into the negative effects of an organization's activities on the environment i.e water. Also confirms whether the reporting organization has identified significant water-related impacts in the value chain, which includes activities carried out by the organization, & by entities upstream & downstream from the organization.

Total water consumption is a measure of water used by an organization, that it is no longer available for use by the ecosystem or local community, such as water that has been withdrawn & incorporated into products or has evaporated or is polluted to the point of being unusable by other users, & is therefore not released back to surface water, groundwater, seawater, or a third party. It also includes water that has been stored during the reporting period for use or discharge in a subsequent reporting period.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
i. Surface Water	0	0
ii. Ground Water	23789	23392
iii. Third Party water	0	0
iv. Seawater/ desalinated water	0	0
v. Others	0	0
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	23789	23392
Total Volume of water Consumption (in kiloliters)	23789	23392
Water intensity per rupee of turnover (Water consumed/ Turnover)	4.078	4.513

The company is committed to conducting its operations as per government prescribed norms and standards.

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

Overview / Objective: A zero liquid discharge system involves using advanced waste-water treatment technologies to recycle, recover & then re-use the treated wastewater; towards ensuring that there is no discharge of waste-water to environment. This question reveals efforts taken by entity to eliminate liquid discharge & promote recycling & reuse of water.

The Company doesn't have any liquid discharges.

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

Overview / Objective: Disclosure of air emissions helps in assessing the efforts taken to lower its emissions & increases transparency & comparability. Greenhouse Gas (GHG) emissions are significant determinants of climate change & global environmental health.

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	PPM	12	11
Sox	PPM	9	8.5
Particulate Matter (PM)	mg/Nm3	60	61
Hazardous air pollutants (HAP)	PPM	0	0
Other	mg/Nm3	4	3.2

Yes, the company conducts requisite testing programs to have proper control for safe and healthy environment.

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

Overview / Objective: GHG reporting is an opportunity for businesses to be transparent. Complete & accurate GHG emissions disclosures provide greater clarity to stakeholders. This enables better decision-making & helps to guide capital towards companies that are consciously addressing their impact on climate change.

'Green-house Gases': Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur hexafluoride (SF₆), Nitrogen trifluoride (NF₃)

Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by the entity. Source refers to any physical unit or process that releases GHG into the atmosphere.

Scope 2 emissions are energy indirect emissions that result from the generation of purchased or acquired electricity, heating, cooling, & steam consumed by the entity.

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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)	Metric tonnes of CO ₂ equivalent	NA	NA
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)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of Turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	NA	NA	NA

The Company does not emit any greenhouse gases as it does not combust fossils fuels. Only the DG sets stack emissions are being measured.

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

Overview / Objective: Apart from disclosing data, the organization can describe reduction initiatives & their targets when reporting how it manages this topic.

The Company does not emit any greenhouse gases as it does not combust fossils fuels. Only the DG sets stack emissions are being measured as per statutory norms.

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

Overview / Objective: To have availability of valuable materials to reuse - reducing, reusing & recycling the waste is important for the environment, which also generates new business opportunities. This question provides a holistic overview of waste generation & its causes & reveals the effectiveness of the waste management practices adopted by the organization.

Waste may be 'recovered' through any operation wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been used for that purpose. Preparation for re-use & recycling are examples of recovery operations.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in Metric Tonnes)		
Plastic Waste (A)	13.32	0
E-Waste (B)	0	0
Bio-Medical Waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery Waste (E)	0	0
Radioactive Waste (F)	0	0

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Other Hazardous waste. Please specify, if any. (G)	407.23 Paint tin-2803 nos	329.1
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	358.43 Resin Container-316 nos.	54.8
Total (A+B + C + D + E + F + G + H)	778.98	383.9
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	75	25
(ii) Landfilling	-	-
(iii) Other disposal operations (Sales of waste generated)	703.98	358.90
Total	778.98	383.90

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.

Overview / Objective: To have availability of valuable materials to reuse - reducing, reusing & recycling the waste is important for the environment, which also generates new business opportunities. This question provides a holistic overview of waste generation & its causes & reveals the effectiveness of waste management practices adopted by the organization.

The Company does not generate any hazardous waste except as mentioned in point no. 8 above.

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:

Overview / Objective: Monitoring which activities are taking place in both protected areas & areas of high biodiversity value outside protected areas makes it possible for the organization to reduce the risks of impacts. It also makes it possible for the organization to manage impacts on biodiversity or to avoid mismanagement.

Sr. No.	Location of operations/offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
		N/A	

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

Overview / Objective: A key element in managing environment impacts on people in local communities is assessment & planning in order to understand the actual & potential impacts, & strong engagement with local communities to understand their expectations & needs. There are many elements that can be incorporated into local community engagement, impact assessments, & development programs. This disclosure seeks to identify which elements have been consistently applied, organization wide.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
-	-	-	-	-	-

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 there under (Y/N). If not, provide details of all such non-compliances, in the following format:

Overview / Objective: Non-compliance with laws & regulations can give insight into the ability of management to ensure that the organization conforms to certain performance parameters

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
N/A				

The entity is committed to conducting its operations in a true and fair manner and by complying with all statutory norms. For compliances of statutory requirement Company has implemented various checks and controls, internal system to ensure prevention and correction of non-compliances on real time basis. During the current financial year the company has complied with all the requirements of applicable environmental laws/regulations/ guidelines and no non compliances has been identified.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Overview / Objective: It aids in the identification of energy sources & provides a comprehensive overview of how much renewable & non-renewable energy is consumed. Disclosing previous years' data aids in comparison.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy Consumption through other sources (C)		
Total Energy Consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	15465.90	13703.70
Total fuel consumption (E)	447.54	499.20
Energy Consumption through other sources (F)		
Total energy consumed from non-renewable sources(D+E+F)	15913.44	14202.90

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

Overview / Objective: Scope 3 emissions are indirect GHG emissions (not included in energy indirect (Scope 2) GHG emissions) that occur outside of the organization, including both upstream & downstream emissions. Upstream categories can include purchased goods & services, capital goods, upstream transportation & distribution, business travel, etc.

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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)		-	-
Total Scope 3 emissions per rupee of Turnover		-	-
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity		-	-

Inox Wind Limited does not emit any greenhouse gases as it does not combust fossils fuels. Only the DG sets stack emissions are being measured.

3. 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, in 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	Crushing of hazardous waste by installing a grinding machine	400 Kg/hr crusher has been installed to grind 50% of hazardous waste generated during rotor blades processing. The crushed pellets are sent for coprocessing in Cement plant nearby, thereby utilizing the hazardous waste to generate heat in furnace/kiln of Cement Co. by substituting Coal. This process is authorized by the State Pollution Control Board.	Utilizing the hazardous waste to generate heat in furnace/kiln of Cement Co. by substituting Coal.
2	Incineration of hazardous waste towards its safe disposal	The hazardous waste materials, which cannot be crushed, are being sent to incineration and then safe land-filling as per the norms prescribed by the Pollution Control Board. This process is authorized by the State Pollution Control Board.	Land filling after removing the Calorific Value of the hazardous waste materials. Since the CV is fully consumed in incineration, the resultant is safely land filled by authorized processors.

PRINCIPLE 7

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

Overview / Objective: The organization may have a significant role in an association or advocacy organization when it holds a position in the governance body, participates in projects or committees, or provides substantive funding beyond routine membership dues. The role may also be significant when the organization views its membership as strategic to influencing the mission or objective of the association that is critical to the organization's own activities. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 7: Affordable and Clean Energy, GOAL 9: Industry, Innovation and Infrastructure, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities, GOAL 13: Climate Action, GOAL 14: Life Below Water, GOAL 15: Life on Land, GOAL 16: Peace and Justice Strong Institutions and GOAL 17: Partnerships to achieve the Goal.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Overview / Objective: It gives insight into whether or not an organization's affiliation with a particular trade & industry association influences the mission or objective of that particular association. Also, to find out whether an Associations' primary objective of helping existing businesses to grow locally, expand into new markets& remain competitive in an increasingly complex & evolving global marketplace is being fulfilled or not.

Not Applicable.

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
Not Applicable		

Product related certifications

Sr. No.	Description of Main Activity	Description of Business	% of Turnover of the Entity
1	Provisional Type Certificate-"DF/3000/145"-3.0MW	005.06.2.01.23.00	TUV SUD Germany
2	Type Certificate-"DF/2000/113"-2.0MW	005.05.2.01.23.00	TUV SUD Germany
3	Type Certificate-"DF/2000/100"-2.0MW	005.02.2.01.20.07	TUV SUD Germany
4	Grid Code Compliance Conformity Statement-DF-2000/100	STC-230092,0 Rev.0	DEWI-OCC GmbH
5	Grid Code Compliance Conformity Statement-DF-2000/113	STC-230094, Rev.0	DEWI-OCC GmbH

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.

Overview / Objective: This disclosure addresses non-compliance, or failure to comply with, laws & regulations that apply to the organization. Level of compliance with laws & regulations can give insight into the ability of management to ensure that the organization conforms to certain performance parameters.

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

PRINCIPLE 8**Businesses should promote inclusive growth and equitable development.**

Overview / Objective: The Principle recognizes the value of the energy & enterprise of businesses & encourages them to innovate & contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable & marginalized communities, as articulated in Section 135 of the Companies Act, 2013. The principle also emphasizes the need for collaboration amongst businesses, government agencies & civil society in furthering this development agenda in line with SDGs. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 4: Quality Education, GOAL 5: Gender Equality, GOAL 8: Decent Work and Economic Growth, GOAL 9: Industry, Innovation and Infrastructure, GOAL 11: Sustainable Cities and Communities, GOAL 13: Climate Action, GOAL 14: Life Below Water, GOAL 15: Life on Land, GOAL 16: Peace and Justice Strong Institutions and GOAL 17: Partnerships to achieve the Goal.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Overview / Objective: A key element in managing impacts on people in local communities is assessment & planning in order to understand the actual & potential impacts, & strong engagement with local communities to understand their expectations & needs. There are many elements that can be incorporated into local community engagement, impact assessments, & development programs. This seeks to identify which elements have been consistently applied, organization wide.

Name and brief details of projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
-	-	-	-	-	-

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

Overview / Objective: This educates stakeholders about an entity's understanding of its negative effects on the community. It also allows the business to better prioritize & improve its attention to local communities across the board.

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
N/A						

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

Overview / Objective: To have an effective grievance mechanism which is legitimate, accessible, predictable, equitable, transparent, rights-compatible, & a source of continuous learning further it shows how an organization deals with the grievances.

The Company is committed to serving communities by contributing to their well-being. The Company believes that the growth of a community can be achieved by contributing to improving their lives and livelihoods, which ultimately affects the entity's growth and development.

Extensive engagement with the community in all phases of program planning and implementation not only helps in identifying the needs of the stakeholders, but also leads to a greater sense of ownership among the people and a better capacity to plan and manage the program. This ensures continued support for the initiative and the adoption of good practices.

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

Overview/ Objective: To have an effective grievance mechanism which is legitimate, accessible, predictable, equitable, transparent, rights-compatible, & a source of continuous learning further it shows how an organization deals with the grievances.

Particular	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producer	0.28%	0.26%
Sourced directly from within the district and neighboring districts	99.72%	99.74%

The Company conducts all its branch procurement from local business/suppliers.

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Overview / Objective: This principle addresses the topic of customer health & safety, including an organization's systematic efforts to address health & safety across the life cycle of a product or service, & its adherence to customer cyber security & privacy regulations & voluntary codes. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 4: Quality Education, GOAL 12: Responsible Consumption and Production, GOAL 14: Life Below Water, GOAL 15: Life on Land and GOAL 16: Peace and Justice Strong Institutions.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

- Describe the mechanisms in place to receive and respond to consumer complaints and feed back.

Overview / Objective: Gives a holistic overview of the Grievance redressal mechanism in place: whether they enable users to raise privacy related issues, can the consumer use this mechanism anonymously, etc.

We understand what drives value for our customers, and we offer the best quality products with a prime focus on developing memorable customer experiences. Keeping this in mind, the Company engages in multiple forums to learn about customer complaints and valuable feedback so that it can take the necessary steps to resolve them.

The Company uses several modes to connect with customers to understand their complaints and feedback. The process of receiving and redressing customer complaints is as follows: -

- Customer complaints about issues with the product
- Acknowledgement of complaint received

- iii. Problem understood by reiterating the problem
- iv. Team to investigate the issue and work towards resolution.
- v. Feedback mechanism

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

Overview / Objective: It provides an overview to understand what potential risks & opportunities in terms of ESG compliances or investment or finance could be related to any product& its overall impact on the organization's turnover & financial standing.

As a percentage to total turnover	
Environmental and Product social parameters relevant to the products	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	N/A

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

Overview / Objective: This disclosure provides an evaluation of the success of complaints management systems & procedures relating to them.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Quality Complaints	0	0		0	0	

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

Overview / Objective: A product recall is the process of retrieving defective &/or potentially unsafe goods from consumers. Such data can reveal the extent of the entity's safety measures& their effectiveness.

No instances have been reported during the reporting period.

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.

Overview / Objective: This disclosure can help stakeholders assess an entity's cyber security risk & level of disclosures & provide regulators with information on whether additional legislative standards are necessary for encouraging companies to disclose more about their cyber security.

Yes, the Company's IT policy includes instructions on cyber security and risks related to data privacy. The IT policy ensures the protection of our organization from data breaches.

The Company maintains a safe and encrypted database for its value chain partners; it regularly updates security software; and it also provides various training to its staff members related to data security and privacy.

There is a robust IT system in the company, which has not faced any data breaches to date.

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.

Overview / Objective: This disclosure provides an overview of the success of management systems & procedures relating to overall customer satisfaction.

Not Applicable.