LAKSHMI MACHINE WORKS LIMITED

Our Ref: Sec/BSE/2023
Date: 03.07.2023

B S E Limited
Listing Department
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai-400 001
Scrip Code: 500252

National Stock Exchange of India Limited
Listing Department
Exchange Plaza, C-1, Block-G, Bandra Kurla Complex
Bandra(E), Mumbai - 400 051
Symbol: LAXMIMACH

Dear Sirs,

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

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report adopted by the Company for the financial year ended 31st March 2023 describing the initiatives taken by the Company from an environmental, social and governance perspective.

The same is being posted in the Company's website.

Yours faithfully,

For LAKSHMI MACHINE WORKS LIMITED

COIMBATORE RAMANATHAN SHIVKUMARAN
Digitally signed by COIMBATORE RAMANATHAN SHIVKUMARAN
Date: 2023.07.03 15:23:13 +05'30'

C R SHIVKUMARAN
COMPANY SECRETARY

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L29269TZ1962PLC000463
2.	Name of the Listed Entity	Lakshmi Machine Works Limited
3.	Year of incorporation	14th September 1962
4.	Registered office address	SRK Vidyalaya Post, Perianaickenpalayam, Coimbatore - 641020, Tamil Nadu, India
5.	Corporate office address	34A, Kamaraj Road, Coimbatore - 641018, Tamil Nadu, India
6.	Email	secretarial@lmw.co.in
7.	Telephone	+91 422 7192255
8.	Website	www.lmwglobal.com
9.	Financial year reported	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up capital	₹10,68,30,000/-
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Sri C R Shivkumaran, Company Secretary E-mail: secretarial@lmw.co.in Phone: +91 422 7198100
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).	The disclosure made under this report are on a standalone basis.

II. Products/services

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

Sl. No	Description of Main Activity	Description of Business activity	% of Turnover of the entity
1	Textile Machinery	Manufacturing	78%
2	CNC Machine Tools		18%

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

Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1	Textile Machinery	28261	78%
2	CNC Machine Tools	28221	18%

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	9	2	11
International	Nil	6	6

17. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	21 States and 6 Union Territories
International (No. of Countries)	34

b) What is the contribution of exports as a percentage of the total turnover of the entity? Contribution of exports during the Financial Year ended 31st March 2023 is 21.88%

c) A brief on types of customers

Lakshmi Machine Works Limited caters to both public and private sector customers in discrete and process industries like Textile, Aerospace & Defence, Iron & Steel, Automotive, Ports, Power, Railways, Renewables and Transportation.

IV. Employees

18. Details as at the end of Financial Year (as on 31st March 2023):

a) Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	2,132	2,043	95.82%	89	4.18%
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total employees (D + E)	2,132	2,043	95.82%	89	4.18%
	WORKERS					
4	Permanent (F)	1,286	1,286	100%	NIL	
5	Other than Permanent (G)	326	323	99.07%	3	0.93%
6	Total workers (F + G)	1,612	1,609	99.81%	3	0.19%

b) Differently abled employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	1	Nil		1	100%
2	Other than Permanent (E)	Nil	Nil		Nil	
3	Total employees (D + E)	1	Nil		1	100%
	WORKERS					
4	Permanent (F)	9	9	100%	Nil	
5	Other than Permanent (G)	Nil	Nil		Nil	
6	Total workers (F + G)	9	9	100%	Nil	

19. Participation/ Inclusion/ Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel*	2	Nil	-

* Key Management Personnel other than Board of Directors

20. Turnover rate for permanent employees and workers:

Particulars	Turnover rate in current FY (2022-23)			Turnover rate in previous FY (2021-22)			Turnover rate in the year prior to the previous FY (2020-21)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.05%	20.51%	16.23%	13.94%	25.69%	14.32%	15.90%	33.66%	16.46%
Permanent Workers	2.00%	Nil	2.00%	1.74%	Nil	1.74%	14.87%	Nil	14.87%

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

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

Sl. No	Name of the Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage 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	LMW Textile Machinery (Suzhou) Co. Ltd, China	Wholly Owned Subsidiary	100%	No
2	LMW Aerospace Industries Limited, India	Wholly Owned Subsidiary	100%	No
3	LMW Middle East FZE, United Arab Emirates	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover: ₹4,45,669.24 Lakhs

(iii) Networth: ₹2,29,999.43 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 weblink for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	Nil	Nil		Nil	Nil	
Investors (Other than shareholders)							
Shareholders		4			1		
Employees and workers		Nil			Nil		
Customers							
Value Chain Partners							
Others (Please specify)	Not Applicable						

* Please refer to the Whistle Blower Policy and Business Responsibility Policies available at: www.lmwglobal.com/investors/Policies.html

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

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

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Emissions	Risk	Increased carbon footprint contributes to climate risk. Climate change-induced instability will have a direct consequence for vital company infrastructure, as well as secondary repercussions on economic capabilities. Failure to adopt appropriate countermeasures to reduce the carbon intensity of the business can impact brand reputation & stakeholder confidence.	Emission reduction initiatives for identified areas of higher emissions. Exploring options to move to low-carbon fuels which have lesser emissions.	Impact on company's reputation and brand value.

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Energy	Risk, Opportunity	LMW's business activities involve manufacturing of various tools and equipment. This is an energy intensive process, which could lead to lack of optimisation of direct as well as indirect energy consumption and continue reliance on fossil fuel-based energy sources. With having identified the trend of energy consumption, it could be in the best interest of the Company's business to curb the reliance on conventional fuels and shift towards utilisation of renewable energy to a significant extent.	The Company has set an internal target to offset 100% energy consumption with renewable energy. The Company also has a 10 MW Solar Power Generation Plant at Kondampatti, Coimbatore and has installed 28 windmills with a total capacity of 36.80 MW. This has helped offset the emissions generated by energy consumption. As a measure of energy efficiency across divisions, sodium vapour lights are being replaced with LED.	Reduction in energy and environmental costs. Increased operational efficiency. Improved equipment lifespan.
3.	Waste Management	Risk	Manufacturing of equipment leads to generation of significant amount of waste across all divisions. The waste generated is both hazardous (metal scraps, paints, etc.) as well as non-hazardous (paper, wood, etc.). Lack of waste management and waste re-utilisation could lead to operational inefficiency and hinder product manufacturing.	Waste in the form of metal chips is used as raw material for the Foundry division. Hazardous waste generated during operations is disposed through authorised vendors.	Penalties and Loss of Reputation.
4.	Efficient Resource Utilisation	Opportunity	The Company's focus on minimising the negative impact of operations on the environment and utilising the natural resources in an efficient and sustainable manner can improve operational efficiency and attract environmentally conscious customers.	-	Lower operational costs Increase in revenue share from conscious customers. Scope to increase reliability on renewable energy

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Occupational Health & Safety	Opportunity	Company's ability to provide a work environment free of injuries, fatalities, and illness, and promoting better health and wellbeing of employees results in better productivity and boosts employee morale	-	Reduced cost of talent acquisition
6.	Training & Education	Opportunity	Providing training to employees and workers leads to skill enhancement as well as reduced margin for errors/accidents, thus increasing productivity of the workforce.	-	Increased productivity
7.	Product Quality	Opportunity	Efficient resource utilisation and waste management will lead to the manufacture of quality and safe products. This could in-turn lead to customer satisfaction.	-	Improved customer satisfaction, Increased product demand
8.	Customer Satisfaction	Opportunity	The Company provides superior products and quality services that enhance value and customer satisfaction by means of continual improvement in People, Systems, Processes, Technology and Practices.	-	Higher net profit
9.	Business Ethics	Risk & Opportunity	Non-adherence to ethical standards can expose the organisation to legal fines, penalties, and damaged reputation. Compliance with ethical standards can result in improved company reputation and relations with other business entities.	Building awareness and trainings to internal stakeholders on ethical business practices. Effective mechanisms and management system for ensuring that the Company and its employees are compliant with the laws, regulations, standards, and ethical practices that apply to the organisation and industry.	Risk of penalty and loss of reputation

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Innovation	Opportunity	Development of sustainable products and solutions could provide long-term social and environmental benefits while creating economic benefits for the company.	-	Scope to enhance our product portfolio and increase our reach to the customers

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Information on structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sl No.	Disclosure Question	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.	Business Ethics Policy	Supplier Code of Conduct	Human Rights Policy & Business Ethics Policy	Stakeholder Policy	Human Rights Policy & Business Ethics Policy	EOHS Policy	Business Responsibility Policy	CSR Policy	Customer Centricity Policy
b.	Has the policy been approved by the Board? (Yes/No)	Yes								
c.	Web Link of the Policies, if available	https://www.lmwglobal.com/investors/Policies.html								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	LMW's manufacturing facilities and office premises have well defined Environment, Health, Safety and Quality Management systems in place with stringent internal standards and are also certified with international standards like ISO 45001: 2018: Occupational Health and safety Management system; ISO 14001: 2015: Environmental Management system, ISO 9001: 2015: Quality Management system. Additionally, wherever necessary/applicable the respective manufacturing facilities are certified with ISO/IEC 17025: 2017, Pressure Equipment Directive 2014/68/EU, AS9100D (Aerospace Quality Management System), NADCAP. Besides, the Company's foundry units have received the GreenCo Platinum level certification from CII – Sohrabji Godrej Green Business Centre.								

Sl No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Nil								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.

   Response: Lakshmi Machine Works Limited (LMW) views sustainability as the essential discipline of balancing economic growth with social inclusiveness and environmental conservation. The goal of integrating sustainability into the business structure mirrors LMW's values and ethos as the Company aligns itself to universally recognised sustainable development goals and puts utmost focus on measurable outcomes.

   The three strategic pillars—Sustainability at the Business level, Sustainability of the Earth, and Sustainability of Communities—help in achieving operational superiority as well as accomplishing integrated solutions. For instance, as part of sustainability initiatives, LMW aims to reduce its Scope 1 and Scope 2 GHG emissions by switching to renewable energy sources. The Company has also undertaken various projects for development of the community, such as installing solar streetlights in remote and tribal areas, collaborating with local government agencies and NGOs to support the development of medical infrastructure facilities and in the distribution of food supplies to the needy. By deploying tools such as sustainable packaging, Zero Liquid Discharge, circular economy, etc., LMW promotes integration of ESG in its business model. All these projects can be thought of as future inputs and outcomes that help to facilitate sustainability in business.

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

   Response: At the highest level, Executive Directors along with the other Board of Directors of the Company are responsible for implementation and oversight of the Business Responsibility Policy(ies). The Corporate Social Responsibility Committee oversees the social factors affecting the environment in which the Company operates and provides necessary insights to the Board of Directors. Whereas, the Risk Management Committee of the Company oversees all the other factors related to the Environment, Social and Governance aspects of the organisation and provides adequate inputs to the Board of Directors.

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.

   Response: As stated above, the Risk Management Committee and the Corporate Social Responsibility Committee provide inputs to the Board for decision making on sustainability related factors. Details regarding composition of the Risk Management Committee and the Corporate Social Responsibility Committee are available in the Corporate Governance Report found elsewhere in the Annual Report.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Yearly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is provided by the Company Secretary (based on the confirmation received from the respective business heads) to the Board of Directors.									Quarterly								

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	5	All 9 principles	100%
Key Managerial Personnel	6		100%
Employees other than BoD and KMPs	30		29%
Workers	18	Safety & skill up-gradation training, Vocational training focused on achieving employable skills	19%

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

Monetary					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been referred? (Yes/No)**
Penalty/ Fine	Nil				No
Settlement					
Compounding Fee					
Non-monetary					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been referred? (Yes/No)**
Imprisonment	Nil				No
Punishment					

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

Case Details	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.

   Response: Yes, the Company has an anti-corruption/anti-bribery policy as a part of Business Ethics Policy. This policy is in line with applicable anti-corruption/anti-bribery regulations. LMW conducts its operations and activities in compliance with the Business Ethics Policy and expects everyone associated with it to conduct their business with integrity. The Company's policy strictly prohibits any form of improper / unethical payments. Any payment or benefit conveyed, and is ethical, must be fully transparent, adequately documented, and duly accounted. This policy is communicated to all employees through induction programmes, policy manuals and intranet portals.

   LMW's Business Ethics Policy can be found on the website of the Company www.lmwglobal.com.

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

Particulars	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of interest of the KMPs				

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.

   Response: There was no instance of corrective action or issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

PRINCIPLE 2

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

Essential Indicators

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

Particulars	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	See Note[1]		See Note[2]
Capex			

Note: 1. The Company's overall capex programme is designed towards investment in assets that continually improve the quality of manufacturing processes. This helps the Company to not only reduce environmental and social impacts resulting from its operations but also to offer products and services that have optimal impact on the environment.

2. R&D for improving environmental and social impacts of the product is done by the Company considering the customers' requirements.

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

   Response: Yes, the Company has incorporated sustainability principles into its supply chain practices. The Company's sustainability measures also extend to its suppliers. LMW expects its suppliers to comply with all governmental norms (both local and international) such as - Environment, Minimum Wages, Child Labour, Anti-Bribery/Corruption, Health, and Safety etc., and follow all environment, health, safety and other operational policies of the Company.

   The Company's manufacturing process is monitored and enhanced annually to ensure lower energy and resource consumption. To reduce the impact on the environment, LMW prioritises the purchase of high-quality materials and products that are easily accessible locally. The Company promotes and uses sustainable packaging whenever it is practical.

   The Code of Conduct for Suppliers & Vendors can be found on the website of the Company www.lmwglobal.com.

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

Response: Before onboarding a supplier, LMW's vendor capability assessment system evaluates and ensures that the supplier's process and products are sustainable. Hence, 100% sourcing is done sustainably.

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

Response: LMW is an Original Equipment Manufacturer (OEM). The Company's products have a resale value and can be recycled and/or retrofitted.

The Company also has a well-established waste recycling system which helps it to reuse more than 10% of production waste generated. The Company has various initiatives enlisted below:

- E-Waste: LMW disposes outdated servers, monitors, computers, and other e-waste generated in its operations through e-waste management vendors approved by the government.
- Other waste: The cast iron and mild steel waste generated from the manufacturing process is recycled entirely in in-house foundry. This is achieved by initially briquetting and shredding of waste before melting. The Company's sand reclamation facility recycles waste sand from foundry processes. Other waste such as plastic, office waste, packaging, and paper is given to vendors for recycling. Food waste from cafeterias is given to vendors to use as animal feed and manure in nearby farmlands. The Company has disposed old batteries through authorised vendors for recycling.

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.

Response: Not applicable

PRINCIPLE 3

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

Essential Indicators:

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

Category	Percentage of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2,043	2,043	100%	Nil		Nil		Nil		Nil	
Female	89	89	100%			89	100%				
Total	2,132	2,132	100%			89	4.17%				
Other than Permanent Employees											
Male	Nil	NA									
Female											
Total											

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

Category	Percentage of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,286	1,286	100%	1,286	100%	NA					
Female	Nil	Nil	NA	Nil	NA						
Total	1,286	1,286	100%	1,286	100%						
Other than Permanent Workers											
Male	323	Nil	NA	Nil	NA	NA					
Female	3										
Total	326										

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

Particulars	FY 2022-23			FY 2021-22		
	No. of employees covered as a percentage of total employees	No. of Workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100% of applicable employees as per act	100% of applicable workers as per act	Yes	100% of applicable employees as per act	100% of applicable workers as per act	Yes
Gratuity	100% of applicable employees as per act	100% of applicable workers as per act	Yes	100% of applicable employees as per act	100% of applicable workers as per act	Yes
ESI	100% of applicable employees as per act	100% of applicable workers as per act	Yes	100% of applicable employees as per act	100% of applicable workers as per act	Yes
Others: Nil	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces:

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

Response: LMW engages with differently abled stakeholders frequently. The Company's efforts focus on making its premises more accessible to differently abled stakeholders. The Company seeks to ensure that its physical infrastructure (buildings, furniture, facilities, and services in the building/campus) adhere to the accessibility standards as given/cited in the Rights of Persons with Disabilities (RPWD) Act and other applicable rules. The Company continuously aims to revamp its existing buildings to ensure strict compliance with the standards. Any new facility that is built / renovated / leased / rented will be evaluated for compliance with accessibility standards at different stages of the building construction. Any employee facing accessibility issues can report to the facilities team at their location or write to the Liaison Officer.

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.

Response: Yes, the Company has an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. The policy states that recruitment decisions will be based solely on merit, and there will be no discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnicity, disability or any other category protected by applicable law. The Company follows an inclusive evaluation process by ensuring that a person with disability is provided with any suitable flexibility and accommodation that may be required so that she/he may be evaluated fairly. The Company is committed to eliminating all forms of unlawful discrimination, and strives to provide clear terms of employment, training, development, and performance management.

Equal Opportunity Policy of the Company can be found on the Company's website www.lmwglobal.com.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

Note: The Company provides maternity leave only.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has internal procedures in place for grievance redressal of employees and workers. The structured grievance redressal forum monitors and reviews complaints received, if any. Along with this forum, the Company also has a Safety committee which carries out interaction with all departments periodically.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2,132	Nil	NA	1,828	Nil	NA
Male	2,043	Nil	NA	1,769	Nil	NA
Female	89	Nil	NA	59	Nil	NA
Total Permanent Workers	1,286	1,286	100%	1,315	1,315	100%
Male	1,286	1,286	100%	1,315	1,315	100%

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Female	Nil	Nil	NA	Nil	Nil	NA

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	2,043	1,532	74.98%	1,583	77.48%	1,769	1,296	73.26%	1,022	57.77%
Female	89	72	80.89%	29	32.58%	59	40	67.79%	35	59.32%
Total	2,132	1,604	75.23%	1,612	75.60%	1,828	1,336	73.08%	1,057	57.82%
Workers										
Male	1,286	Nil	Nil	484	37.63%	1,315	120	9.12%	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	1,286	Nil	Nil	484	37.63%	1,315	120	9.12%	Nil	Nil

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	2,043	2,029	99.31%	1,769	1,744	98.58%
Female	89	88	98.87%	59	58	98.30%
Total	2,132	2,117	99.29%	1,828	1,802	98.57%
Workers						
Male	1,286	242	18.81%	1,315	271	20.60%
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	1,286	242	18.81%	1,315	271	20.60%

10. Health and safety management system:

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

Response: To enable and ensure a healthy, safe workplace, the Company has a comprehensive Environment, Occupational Health, and Safety Management System (EOHS) in place. LMW ensures that its EOHS system is implemented across all sites. All manufacturing locations are certified for requirements under ISO 45001 (Occupational Health and Safety System). Adoption of various precautionary safety measures are integrated in the system.

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

Response: LMW has implemented Hazard Identification and Risk Assessment (HIRA) program in its operations. The Company is also providing guidance on proper equipment handling and has appropriate protective wear (e.g., helmets, eye masks) in place according to the statutory requirements. The Company's plant managers monitor the entire manufacturing process to avoid any instance of safety related accident. Near miss incidents are recorded and reviewed by the managers to identify work related hazards and ensure workplace safety.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Response: Yes, the Company encourages its workers to report near-miss and promote strong safety culture in the organisation.

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

Response: Yes, LMW collaborates with local hospitals to provide its workers and employees with non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.08	0.15
Total recordable work-related injuries	Employees	2	6
	Workers	135	47
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	1

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

Response: The Company ensures that its operations are compliant with all safety related statutory norms. LMW also ensures that safety trainings are provided to employees and workers right after joining. The Company has department-wise Standard Operating Procedures (SOP) in place. All the manufacturing locations are certified for requirements under ISO 45001 (Occupational Health and Safety System). The comprehensive Environment, Occupational Health and Safety Management System (EOHS) ensures the workplace safety of the workforce.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

14. Assessments for the year:

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

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

Response: There are no such instances of safety-related incidents / risks / concerns arising from assessments of health & safety practices and working conditions.

PRINCIPLE 4

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

Essential Indicators:

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

The process of identifying key stakeholder groups involves gathering and analysing information to understand the interests, needs, and concerns of the stakeholders, categorising them based on their level of importance, and developing a plan to engage with them effectively.

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

Stakeholder group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Visits, Meetings, Survey, Newsletters, Brochures, social media, and e-mail	Need basis	Information on business offering and to understand customer requirements
Employees	No	Bulletin Boards, Intranet, Mailers, and internal Committees	Need basis	Career management and growth, learning opportunities, new initiatives and gathering of information feedback
Investors	No	Meetings, Press Release and Stock Exchanges	Quarterly and Need basis	Investor related communication
Suppliers	No	Supplier Meetings, Social Media, and Mailers	Need basis	To educate about the recent developments in the industry
Government / Regulatory Bodies	No	Policy advocacy, Partnership with industry bodies and Meetings	Need basis	Ensure compliance
Local Community / Society	Yes	Site visits, Press Release, Social Media, NGOs, Case Studies, and Mailers	Quarterly/periodic review meetings based on the characteristics of each CSR projects	To develop the CSR project along with the community, according to the need of the community

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators:

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (D/C)
Employees						
Permanent	2,132	2,025	94.98%	1,828	1,773	96.99%
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total	2,132	2,025	94.98%	1,828	1,773	96.99%
Workers						
Permanent	1,286	1,286	100%	1,315	1,315	100%
Other than Permanent	326	326	100%	516	516	100%
Total	1,612	1,612	100%	1,831	1,831	100%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	2,043	Nil	Nil	2,043	100%	1,769	Nil	Nil	1,769	100%
Female	89	Nil	Nil	89	100%	59	Nil	Nil	59	100%
Other than Permanent										
Male	Nil					Nil				
Female										
Workers										
Permanent										
Male	1,286	Nil	Nil	1,286	100%	1,315	Nil	Nil	1,315	100%
Female	Nil					Nil				
Other than Permanent										
Male	323	Nil	Nil	323	100%	501	Nil	Nil	516	100%
Female	3	Nil	Nil	3	100%	15	Nil	Nil	15	100%

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Amount in ₹)	Number	Median remuneration/ salary/ wages of respective category (Amount in ₹)
Board of Directors (BoD) (Executive)	2	12,04,23,214	Nil	NA
Board of Directors (BoD) (Non Executive)	7	10,00,000	1	10,00,000
Key Managerial Personnel	2	61,84,286	Nil	NA
Employees other than BoD and KMP	2,043	6,02,849	89	4,38,108
Workers	1,286	8,41,174	Nil	NA

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)

   Response: Yes, the Head HR oversees redressing human rights impacts or issues caused or contributed to by the business that may be raised by internal employees or contractors.

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

   Response: The Company has a 'Whistle Blower Mechanism' in place through which employees can suitably represent any perceived misconduct or complaints related to human rights issues. The Company also has Anti-Sexual Harassment Policy and Committees in place to ensure safety and dignity of employees. All employees are educated on Human Rights Policy through induction programmes, policy manuals and intranet portals. Any grievances falling under the purview of this policy can be addressed to the HR department. For the unionised employees, a robust grievance handling procedure is in existence.

   Human Rights Policy of the Company can be found on the Company's website www.lmwglobal.com.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil			Nil		
Discrimination at workplace						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

   Response: The Company has adopted a robust whistle blower mechanism to ensure transparent and fair action in case of any misconduct or unethical practice. The Whistle blower policy states that identity of the complainant will

be kept confidential to the extent possible given the legitimate needs of law and the investigation. Additionally, the policy protects the complainant from discrimination, victimisation, retaliation, threat, discrimination, or any other unfair employment practice being adopted against a Whistle Blower.

Whistle Blower Policy of the Company can be found on the Company's website www.lmwglobal.com.

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

   Response: Yes, the Company follows internationally accepted human rights norms and standards which also extend to business agreements and contracts.

9. Assessments for the year:

Particulars	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	100 % of our plants and offices are inspected regularly by respective statutory authorities.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

    Response: There are no such instances of significant risks or concerns arising from the assessment.

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	79,81,71,11,932 kJ	39,03,35,95,224 kJ
Total fuel consumption (B)	19,92,70,74,340 kJ	6,03,63,94,023 kJ
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	99,74,41,86,272 kJ	45,06,99,89,247 kJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	2.238 kJ per Rupee	1.493 kJ per Rupee
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

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

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

   Response: Not applicable. The Company does not come under any sector which comes under PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,56,725.90	2,12,859.00
(ii) Groundwater	90,558.06	86,357.19
(iii) Third party water	1,732.00	24,821.35
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,49,015.96	3,24,037.54
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	0.076 Litres per Rupee	0.010 Litres per Rupee

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

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

Response: Yes, the Company has implemented Zero Liquid Discharge (ZLD) mechanism at its plants. The recycled water is used for toilet flushing and other process in the Company premises. The Company has also installed Sewage Treatment Plant (STP) along with Reverse Osmosis (RO) plant for water treatment along with agitated thin film drier at TMD-Unit 2 to increase the output quality of the treated water and thereby reduce hazardous waste generation.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Micro gram / Meter cube	25	32
SOx	Micro gram / Meter cube	16	16
Particulate Matter (PM)	Micro gram / Meter cube	93	87
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others – Foundry Dust*	Tons	584	Nil

*Data collection for Foundary Dust was initiated from FY2022-23.

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

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

Response: As part of the Company's sustainability objective, LMW undertakes calculation of scope 1 & scope 2 emissions across all its businesses.

Parameter	Unit	FY2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, FCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	42,661.73	41,956.03
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	19,424.37	8,836.77
Total Scope 1 and Scope 2 emissions per Rupee of Turnover	Metric tonnes of CO2 equivalent	0.00000013 tCo2e per Rupee	0.000000058 tCo2e per Rupee

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

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

Response: The Company's focus lies in reducing net emissions by tracking overall energy consumption and it has internally set a target to 100% offset the energy consumption with renewable energy. The scope 1 emissions account for around 69% of overall emissions. Diesel and LPG account for majority of scope 1 emissions (67% and 23% respectively). Therefore, the Company is exploring options to move to low-carbon fuels which have lesser emissions. These include use of biodiesel, compressed natural gas (CNG), instead of diesel in generators, switching to electric heaters from LPG in canteens etc. As CNG is cost-effective and a better alternative for Acetylene used in the foundry division. The Company is also studying the feasibility of using CNG for metal cutting operation which could potentially offset 72% of Acetylene emissions from foundry division-II.

The Company's scope 2 emission accounts to 31% of overall emissions, most of which were offset by the wind and solar power generating facilities installed by the Company. The Company also has a 10 MW Solar Power Generation Plant at Kondampatti, Coimbatore and has installed 28 windmills with a total capacity of 36.80 MW. This has helped offset the emissions generated by energy consumption.

The Company is continuously developing and modifying processes to minimise use of energy and fossil fuels. To reduce the emissions from non-renewable sources, the Company is replacing sodium vapour lights with LED. The Company has also reduced emissions caused by refrigerant through better refrigerant management leading to lower emissions. Along with this, the Company is switching to energy efficiency compressors.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	199.22	94.93
E-waste (B)	1.55	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)*	11,795.53	7,272.20
Other Non-hazardous waste generated (H).** Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,851.15	926.55
Total (A + B + C + D + E + F + G + H)	13,847.45	8,293.68
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	0.08	Nil
(ii) Re-used	2,858.90	2,496.50
(iii) Other recovery operations***	9,406.70	4.20
Total	12,265.68	2,500.70
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	10.64	1.30
(ii) Landfilling	17.00	11.07
(iii) Other disposal operations****	10,714.05	5,715.90
Total	10,741.69	5,728.27

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

*Other hazardous waste includes metal scraps.

**Other Non-hazardous waste incudes scraps of paper, wood, rubber, and other non-metallic waste.
***Other recovery operations include waste that was co-processed.
****Other disposal operations include waste that was disposed.

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.

   Response: The Company has installed Sewage Treatment Plant (STP) along with RO plants and Zero Liquid Discharge mechanism at its plants. The Company's Machine Tool division produces waste in the form of metal chips which is then used as raw material for the Foundry division. Hazardous waste generated during operations is disposed through authorised vendors.

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:

    Response: Not applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

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

    Response: No environmental impact assessment of projects was undertaken by the Company during the current financial year.

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

Sl. 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
Yes, the Company is compliant with all applicable laws and regulations				

PRINCIPLE 7

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

Essential Indicators:

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

   Response: The Company is associated with about 30 trade and industry chambers/associations.

   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:

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers / associations (State/National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chamber of Commerce	National
3	Federation of Indian Export Organisation	National
4	Indian Chamber of Commerce and Industry	National

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers / associations (State/National)
5	Textile Machinery Manufacturers' Association of India	National
6	Indian Machine Tool Manufacturers' Association	National
7	Society of Indian Aerospace Technologies and Industries	National
8	Indian Wind Power Association	National
9	International Textile Manufacturers' Federation	International
10	The Institute of Indian Foundrymen	National

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.

   Response: There were no cases of anti-competitive conduct during the reporting period.

Name of authority	Brief of the case	Corrective action taken
	Nil	

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators:

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

   Response: Not applicable

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

   Response: Not applicable

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

   Response: Scope of our Whistle blower policy covers external stakeholders, through which community members can raise their concerns. Along with this, we also implement a public grievance redressal mechanism, where any complaints or grievances of our stakeholders, including the community, can be addressed directly to our Administration through email address and phone number provided on the website.

   Head – Administration
   34 A, Kamaraj Road,
   Coimbatore – 641018
   Tami Nadu, India
   Phone: +91 422 7198100
   E-Mail: info@lmw.co.in

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	17.54%	16.25%
Sourced directly from within the district and neighbouring districts	57.77%	57.34%

PRINCIPLE 9

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

Essential Indicators:

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

   Response: Customer feedback and opinions are collected on a real time basis at frequent intervals. The Company has undertaken a customer centric methodology and aims to resolve issues of the consumers on a timely basis. Scope of the Whistle Blower policy allows all stakeholders to raise their concerns. Along with this, the Company also has a public grievance redressal mechanism, where any complaints or grievances can be addressed directly to the Administration department through email address and phone number provided on the website.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal:

   Response: The Company is compliant with disclosure requirements as per applicable laws.

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

Particulars	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil		NA	Nil		NA
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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.

   Response: Yes, the Company has a comprehensive Information Security policy and an Information Technology policy in place that outline data security procedures for all business operations. These policies on information security have been structured with the aim of protecting data and information systems from unauthorised access, use, disclosure, disruption, modification, or destruction, to ensure integrity, confidentiality, and availability of the information. Standard procedures and policies regarding Removable Devices, Antivirus Software, Vulnerability Management etc. are detailed to minimise the risk of loss or exposure of sensitive information of the Company and to reduce the risk of acquiring malware infections on computers. The policy is formulated by the Information Technology committee under the overall directions of the Management. Overall responsibility to administer the policy rests with the Head-IT. However, it is the responsibility of the Process Owners and other functional heads to

ensure implementation of the Policy in their respective areas. Effective implementation and monitoring are done as per the policy guidelines by Process Owners and Functional Heads on a regular basis. Both policies are available on the Company intranet.

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.

   Response: Nil. No corrective action was taken by any regulatory authority on issues relating to advertising, 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.