



email : [info@mtar.in](mailto:info@mtar.in) website : [www.mtar.in](http://www.mtar.in)

CIN No : L72200TG1999PLC032836

To,

Date: 26<sup>th</sup> August 2025

<b>The Manager, BSE Limited. P. J. Towers, Dalal Street, Mumbai-400001. (BSE Scrip Code: 543270)</b>	<b>The Manager, NSE Limited, Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai- 400051. (NSE Symbol: MTARTECH)</b>
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Dear Sir/Madam,

**Subject: Business Responsibility and Sustainability Report for the Financial Year 2024-25.**

**Unit: MTAR Technologies Limited**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which forms part of Annual Report for the Financial Year 2024-25.

Kindly take this submission on your record.

Thanking you,

**For MTAR Technologies Limited**

**Naina Singh  
Company Secretary and Compliance Officer**

*Encl: As above*

## ANNEXURE 1

## BUSINESS RESPONSIBILITY &amp; SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

## I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Company	L72200TG1999PLC032836	
2	Name of the Company	MTAR TECHNOLOGIES LIMITED	
3	Year of Incorporation	01-01-1999	
4	Registered Office Address	18, Technocrats Industrial Estate, Balanagar , Hyderabad, Telangana-500037	
5	Corporate Office Address	18, Technocrats Industrial Estate, Balanagar , Hyderabad, Telangana-500037	
6	E-Mail	info@mtar.in	
7	Telephone	040-44553333	
8	Website	<a href="https://mtar.in/">https://mtar.in/</a>	
9	Financial Year for which Reporting is being done		
		Start date	End date
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial year	01-04-2022	31-03-2023
10	Name of the Stock Exchange(s) where shares are listed	a. National Stock Exchange of India Limited (NSE) b. BSE Limited (BSE)	
11	Paid-up Capital	Rs. 30,75,95,910	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Naina Singh Contact No: 040-44553333/23078312 email address: naina.singh@mtar.in	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
14	Whether the company has undertaken reasonable assurance of the BRSR Core?	No	
15	Name of assurance provider	NA	
16	Type of assurance obtained	NA	

## II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and precision Engineering	The Company offers products and customized precision engineering solutions and caters to customers in strategic sectors including Civil Nuclear Power, Space & Defence and Clean energy. The company is a one stop solution for all manufacturing processes such as advanced machining, specialized fabrication, assembly and testing, surface treatment and special processes.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture and Machining of high precision for aerospace, aircraft, spacecraft components.	30305	35.6%
2	Manufacture of generators/generating sets for clean energy using hydrogen fuel cell technology	31101	64.4%

## III. OPERATIONS

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

Location	Number of Plants	Number of offices	Total
National	8	1	9
International	0	0	0

### 20. Markets served by the entity:

#### a. Number of Locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	6

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

79%

#### c. A brief on types of customers

The Company's business is manufacturing of mission critical precision components for aerospace, space, defence, clean energy and civil nuclear sectors. Some of its major clients include Indian Civilian Nuclear Power Program, Indian Space Program, Indian and Global Defence industry as well as Global Clean Energy sectors.

## IV. EMPLOYEES

### 21. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	698	668	95.70%	30	4.30%
2	Other than Permanent (E)	40	39	97.50%	1	2.50%
3	<b>Total employees (D + E)</b>	<b>738</b>	<b>707</b>	<b>95.80%</b>	<b>31</b>	<b>4.20%</b>
<b>WORKERS</b>						
4	Permanent (F)	482	482	100.00%	0	0.00%
5	Other than Permanent (G)	898	869	96.77%	29	3.23%
6	<b>Total employees (F+G)</b>	<b>1380</b>	<b>1351</b>	<b>97.90%</b>	<b>29</b>	<b>2.10%</b>

#### b. Differently abled Employees and Workers:

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

### 22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	3	1	33.33%

**23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.50%	1.80%	25.35%	4.70%	0.90%	5.60%	8.00%	0.60%	8.60%
Permanent Workers	0.00%	0.00%	0.00%	0.85%	0.00%	0.85%	0.00%	0.00%	0.00%

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**
**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicating 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	Gee Pee Aerospace and Defence Private Limited	Subsidiary	100%	No
2	Magnatar Aero System Private Limited	Subsidiary	100%	No

**VI. CSR DETAILS**
**22. CSR Details**

Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
Turnover (in Rs.)	6,75,95,67,788.00
Net worth (in Rs.)	7,30,72,60,337.00

**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 Place (Yes/No). (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			PY 2023-24		
		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	Nil	Nil
Investors (other than shareholders)	<a href="https://mtar.in/policies-related-documents/">https://mtar.in/policies-related-documents/</a>	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders		Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism Place (Yes/No). (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			PY 2023-24		
		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	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	<a href="https://mtar.in/policies-related-documents/">https://mtar.in/policies-related-documents/</a>	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste Management	R&O	Inefficient waste management may lead to environmental pollution and regulatory penalties, whereas effective waste segregation and recycling improve sustainability and reduce costs.	Implementation of a structured waste management system, regular audits, vendor tie-ups for hazardous and non-hazardous waste disposal, and training programs. Reduces waste disposal cost and improves compliance score.	<b>Positive Implication</b>
2	Water Management	R	Water scarcity can impact operations, particularly in manufacturing units with high water consumption.	Adoption of rainwater harvesting, installation of water recycling plants, and regular monitoring of water usage. Long-term savings on water bills and ensures business continuity.	<b>Positive Implication</b>
3	Occupational Health and Safety	R	Unsafe workplace conditions can lead to injuries, legal actions, downtime, and reputational damage.	Implementation of a robust EHS management system, periodic safety audits, training, and emergency preparedness. Fewer incidents lead to higher productivity and reduced insurance premiums.	<b>Positive Implication</b>

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4 Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company has qualified for various management and quality standards such as <ul style="list-style-type: none"> <li>•AS9100D</li> <li>•ISO 9001:2015</li> <li>•ISO 45001:2018</li> <li>•ISO/IEC 27001 : 2022</li> <li>•ISO 14001:2015</li> <li>•NADCAP</li> </ul>								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company has established internal objectives across all departments to lower energy consumption, optimize raw material usage, ensure zero workplace incidents, and foster diversity and inclusion. Additionally, it aims to expand community engagement initiatives and integrate ESG (Environmental, Social, and Governance) principles into all areas of its operations.								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	To achieve its sustainability goals, the Company has implemented solar power systems to cut down on energy usage. Efforts are consistently made to minimize raw material consumption, offering both economic and technical benefits. The Company upholds equal opportunity principles by promoting an inclusive workplace free from discrimination based on gender, religion, caste, region, or sexual orientation. Steps have been taken to build a diverse and cosmopolitan workforce, resulting in a higher number of female employees. Continuous monitoring is conducted to track progress toward ESG objectives.								
<b>Governance, leadership and oversight</b>									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer "Message from Managing Director"								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Pusparaj Satpathy/040-44553333/23078312 (till 16.12.2024) Mr. P. Srinivas Reddy/040-44553333/23078312 (From 17.12.2024)								
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.	Yes. The Company's BR policies are implemented by the Managing Director of the Company. The CSR Committee and the Risk Management Committee evaluate sustainability related issues, from time to time.								

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies of the Company are approved and reviewed periodically by the Committee of the Board on need basis. During the review process effectiveness is evaluated and the new trends in markets are considered based on which amendments are made as may be necessary.																	

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	No. In the coming quarters the Company will approach for the independent assessment by external agency.																	

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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. In the coming quarters the Company will approach for the independent assessment by external agency. However, for FY 2022-23, the Company was assessed by Dun & Bradstreet.																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									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)									NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									NA
It is planned to be done in the next financial year (Yes/No)									NA
Any other reason (please specify)									NA

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

**PRINCIPLE 1**
**BUSINESS 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	% age of persons in respective category covered by the awareness
Board of Directors	1	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	100 %
Key Managerial Personnel	2	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	100 %
Employees other than BoD and KMPs	4	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	75%
Workers	4	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	75 %

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

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

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

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

**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.**

No. Although MTAR does not have a detailed anti-corruption or anti-bribery policy, the code of conduct and ethics policy compels the employees to be ethical transparent and accountable, the whistle-blower policy enables the employees and external Stakeholders to eliminate malpractices such as bribery and Corruption these policies are applicable to all Directors, KMPs, employees, workers.

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

	FY 2024-25	PY 2023- 24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		PY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

**8. Number of days of accounts payables**

	FY 2024-25	PY 2023- 24
<b>i) Accounts payable x 365 days</b>	3,83,76,55,33,665.00	2,56,07,67,00,000.00
<b>ii) Cost of goods/services procured</b>	3,39,95,43,986.00	2,61,86,20,000.00
<b>iii) Number of days of accounts payables</b>	113	98

**9. Openness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format**

Parameter	Metrics	FY 2024-25	PY 2023- 24
<b>Concentration of Purchases</b>	a. i) Purchases from trading houses	0.00	2,61,86,20,000.00
	ii) Total purchases	0.00	2,61,86,20,000.00
	iii) Purchases from trading houses as % of total purchases	0.00%	100.00%
	b. Number of trading houses where purchases are made	0	0
	c. i) Purchases from top 10 trading houses	0.00	0.00
	ii) Total purchases from trading houses	0.00	0.00
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%

Parameter	Metrics	FY 2024-25	PY 2023- 24
<b>Concentration of Sales</b>	a. i) Sales to dealer / distributors	0.00	0.00
	ii) Total Sales	0.00	0.00
	iii) Sales to dealer / distributors as % of total sales	0.00%	0.00%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. i) Sales to top 10 dealers / distributors	0.00	0.00
	ii) Total Sales to dealer / distributors	0.00	0.00
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0.00%	0.00%
<b>Share of RPTs in</b>	a. i) Purchases (Purchases with related parties)	3,20,40,000.00	0.00
	ii) Total Purchases	3,39,95,43,986.00	2,61,86,20,000.00
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.94%	0.00%
	b. i) . Sales (Sales to related parties)	0.00	0.00
	ii) Total Sales	6,75,95,67,788.00	5,80,03,24,678.00
	iii) Sales (Sales to related parties as % of Total Sales)	0.00%	0.00%
	c. i) Loans & advances given to related parties	0.00	1,95,00,000.00
	ii) Total loans & advances	16,50,90,000.00	8,92,10,000.00
	iii) Loans & advances given to related parties as % of Total loans & advances	0.00	21.86%
	d. i) Investments in related parties	0.00	0.00
	ii) Total Investments made	0.00	0.00
	iii) Investments in related parties as % of Total Investments made	0.00%	0.00%

## LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	1.Compliance & Ethics 2.Human rights 3.Safety & Sustainability	75%

### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes, the Company's Code of Conduct mandates that board members and employees must steer clear of situations where their personal interests may interfere with the Company's interests. Directors are obligated to declare annually to the Board any significant interests whether direct, indirect, or on behalf of third parties in any transaction or issue that may have a direct impact on the Company.

**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.:**

	<b>FY 2024-25</b>	<b>PY 2023- 24</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	NIL	NIL	-
Capex	NIL	NIL	The investment has been towards various sustainability projects such as installation of solar plant , occupational health & safety improvement programmes, in-house machine manufacturing to reduce import of machinery, in-house development of erstwhile imported components for import substitution etc

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

Yes

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

95%

**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.**

**(a) Plastics (including packaging):** Plastic packaging materials are segregated at source and collected separately. Reusable packaging is retained for internal use, and the remaining plastic waste is sent to authorized recyclers as per local pollution control board guidelines. Efforts are also made to minimize single-use plastics in packaging by shifting to biodegradable or recyclable alternatives.

**(b) E-waste:** Obsolete electronic items and equipment are identified and handed over to certified E-waste recyclers authorized by the government. An inventory of E-waste is maintained, and disposal is carried out as per E-Waste Management Rules, ensuring no environmental harm during handling or recycling.

**(c) Hazardous waste:** Hazardous waste, including used oils, paints, chemicals, and contaminated materials, is stored in labeled, secure containers in designated hazardous waste storage areas. It is disposed of only through Pollution Control Board (PCB)-authorized vendors as per the Hazardous and Other Wastes (Management and Transboundary Movement) Rules. Manifest tracking is used to ensure safe transportation and disposal.

**(d) other waste:** Other non-hazardous industrial waste such as metal scrap, wood, glass, and packaging material is segregated at source. Metal scrap is sent to authorized recyclers. Wood is reused for internal packaging or disposed through vendors for secondary use. All disposal activities follow environmental compliance protocols and internal waste management policies.

**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.**

EPR isn't applicable to the company as we do not manufacture any consumer products, there is no specific plastic, electrical and electronic item produced where EPR is pertinent under e-waste Management.

**LEADERSHIP INDICATORS**

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
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No. The company has not led any sort of Life Cycle Assessments for products.

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

Name of Product / Service	Description of the risk /Concern	Action taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	PY 2023-24

Company's manufacturing processes generates some amount of metal scrap for which engineering measures are taken on a continual basis to minimize waste generation. The scrap is disposed to agencies who subsequently recycle the same for further use as may be applicable.

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

	FY 2024-25			PY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
<b>Plastics (including packaging)</b> <b>E waste</b> <b>Hazardous waste</b> <b>Other waste</b>	Not applicable as the organization's business is B2B in nature and the products fall under capital goods category with long lifecycle, the company has no specific consumer product aside from aerospace and defence products, there is no product reclamation at the end of the product life. However, shipping containers are reused and waste material generated at the plant and project sites are reused, recycled and disposed as per the applicable regulatory requirements.					

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

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

**PRINCIPLE 3****BUSINESS 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:**

<b>% of employees covered by</b>											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternal benefits		Day Care Facilities	
		Number (B)	% B/A	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	668	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	30	0	0.00%	0	0.00%	2	6.67%	0	0.00%	0	0.00%
<b>Total</b>	<b>698</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>0.29%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>% of employees covered by</b>											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternal benefits		Day Care Facilities	
		Number (B)	% B/A	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Other than Permanent employees</b>											
Male	39	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>40</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

<b>% of employees covered by</b>											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternal benefits		Day Care Facilities	
		Number (B)	% B/A	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	482	482	100%	482	100%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>482</b>	<b>482</b>	<b>100%</b>	<b>482</b>	<b>100%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent workers</b>											
Male	869	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	29	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>898</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

**C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

	FY 2024-25	PY 2023-24
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	2,89,44,559.00	2,68,58,347.00
ii) Total revenue of the company	6,75,95,67,788.00	5,80,03,24,678.00
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.43%	0.46%

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

Benefits	FY 2024-25			PY 2023-24		
	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	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	18.00%	35.00%	Yes	21.00%	33.00%	Yes
Others please specify	-	-	-	-	-	-

**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

Yes, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers. Such arrangements include easily accessible offices, entrances, doors and availability of ramps and elevators etc.

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

The code of conduct provides guidelines for ensuring fairness and acting against discrimination on the basis of disability, race, gender, religion, region, age, or any other factors. The same can be accessed at <https://mtar.in/policies-related-documents/>.

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

Gender	Permanent employees		Non-Permanent employees	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	0	0
Female	0	0	0	0
<b>Total</b>	0%	0%	0%	0%

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

	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
Permanent Workers	Yes, Grievance redressal mechanism is available to all employees as well as stakeholders with procedure for raising of grievances /complaints as well as their escalation and redressal. The same is detailed in the Code of Conduct of the Company.
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 2024-25			PY 2023-24		
	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)
<b>Total Permanent Employees</b>	<b>698</b>	<b>0</b>	<b>0%</b>	<b>613</b>	<b>0</b>	<b>0%</b>
Male	668	0	0%	590	0	0%
Female	30	0	0%	23	0	0%
<b>Total Permanent Workers</b>	<b>482</b>	<b>482</b>	<b>100%</b>	<b>498</b>	<b>498</b>	<b>100%</b>
Male	482	482	100%	498	498	100%
Female	0	0	0%	0	0	0%

**8. Details of training given to employees and workers:**

Category	FY 2024-25					PY 2023-24				
	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)
<b>Employees</b>										
Male	707	600	84.87%	540	76.38%	644	509	79.04%	475	73.76%
Female	31	29	93.55%	25	80.65%	27	23	85.19%	21	77.78%
<b>Total</b>	<b>738</b>	<b>629</b>	<b>85.23%</b>	<b>565</b>	<b>76.56%</b>	<b>671</b>	<b>23</b>	<b>79.28%</b>	<b>496</b>	<b>73.92%</b>
<b>Workers</b>										
Male	1351	1190	88.08%	1050	77.72%	1120	982	87.68%	735	65.63%
Female	29	26	89.66%	25	86.21%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>1380</b>	<b>1216</b>	<b>88.12%</b>	<b>1075</b>	<b>77.90%</b>	<b>1120</b>	<b>982</b>	<b>87.68%</b>	<b>735</b>	<b>65.63%</b>

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

Category	FY 2024-25			PY 2023-24		
	Total (A)	No. (B)	% (B /A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	707	551	77.93%	644	481	74.69%
Female	31	24	77.42%	27	14	51.85%
<b>Total</b>	<b>738</b>	<b>575</b>	<b>77.91%</b>	<b>671</b>	<b>495</b>	<b>73.77%</b>
<b>Workers</b>						
Male	1351	1351	100.00%	1120	1120	100.00%
Female	29	29	100.00%	0	0	0.00%
<b>Total</b>	<b>1380</b>	<b>1380</b>	<b>100.00%</b>	<b>1120</b>	<b>1120</b>	<b>100.00%</b>

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

Yes, occupational health and safety management system has been implemented and the company is certified for ISO 45001:2018

**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 risk management process in place which has five steps-Identification, Assessment, Mitigation, Monitoring and Reporting All the stakeholders involved participate in the risk assessment, after the analysis plans are drawn, documented and implemented along the timelines.

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

Yes, the Company has processes for workers to report work related hazards for mitigating such risks

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

Yes, The Workers of the company have access to non-occupational medical and healthcare services and are also covered under Group Medical as well as Accident Insurance Policies by the Company.

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

Safety Incident/Number	Category	FY 2024-25	PY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	4.54	0.37
Total recordable work related injuries	Employees	0	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	1	1

High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Management is strongly committed towards EHS by having risk management process in place to identify hazards and act towards minimising risk. The risk management process has five steps-Identification, Assessment, Mitigation, Monitoring and Reporting. All the stakeholders involved participate in the risk assessment as well as implementation of mitigation measures.

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

	FY 2024-25			PY 2023-24		
	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		
Health & Safety				Nil		

## 14. Assessments for the year:

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

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

All the safety related incidents are investigated properly as per the defined process. Appropriate corrective as well as preventive actions in line with our EHS standards are designed and implemented after Root Cause analysis is done.

## LEADERSHIP INDICATORS

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

Employees	No
Workers	Yes

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

The Company ensures that all relevant clauses relating to statutory compliance are met. These are a standard feature in our contracts / orders and bills are processed subject to compliance requirements being met.

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

	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	
	FY 2024-25	PY 2023-24	FY 2024-25	PY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

The Company provides transition assistance programmes to facilitate continued employability and the management of careers till retirement.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	0.00%
Working Conditions	0.00%

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

All safety related incidents are thoroughly investigated following the defined internal procedures. Based on the findings, suitable corrective and preventive action plans are developed and implemented to mitigate risks and enhance workplace safety.

**Health & Safety**

Adequate placement of first aid kits, fire prevention systems, firefighting equipment, and engineering controls are ensured to uphold a safe and healthy work environment.

Personal Protective Equipment (PPE) is issued to all employees. Regular training and awareness programs are conducted to ensure proper usage and adherence to safety standards.

**Working Conditions**

All employees are compensated in accordance with statutory minimum wage requirements.

Eligible employees are provided with statutory social security and welfare benefits, including Provident Fund (PF), Employees' State Insurance (ESI), Gratuity, and Bonus.

**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 entity identifies stakeholders as individuals or groups who influence or contribute to the company's operations, value creation, and compliance, either directly or indirectly. These include regulators, customers, suppliers, employees, local communities, and ESG-related bodies.

To ensure effective stakeholder engagement, the company conducts thorough assessments and regularly interacts with stakeholders through one-on-one discussions. This helps in understanding their expectations, mitigating potential risks, building credibility, and fostering trust.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Notice Board	Regularly	Engagement through CEO/MD messages, communication from unit heads, training programs, and employee-focused initiatives.
Community	No	Community Meetings	Need based	Regular support for community development in education, healthcare, and sanitation through partnerships (e.g., St. Jude India, Sri Satya Sai Trust, Parampara Foundation). Activities include providing sanitary products, skill training for college apprentices, and relationship-building programs.
Suppliers	No	E-mail	Regularly	Engagement through grievance handling, supply chain queries, and review meetings with the SCM Head.
Investors or external channels	No	Newspaper	Regularly	Engagement through MIS before listing, email updates, analyst interactions, press releases, annual reports, and official presentations.
Shareholders	No	E-mail	Quarterly	Sharing statutory updates and performance reviews of the company.

## 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 (2024-25)			PY (2023-24)		
	Total (A)	No. of employees /workers covered (B)	% (B /A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	698	590	84.53%	613	495	80.75%
Other than permanent	40	35	87.50%	58	49	84.48%
<b>Total Employees</b>	<b>738</b>	<b>625</b>	<b>84.69%</b>	<b>671</b>	<b>544</b>	<b>81.07%</b>
<b>Workers</b>						
Permanent	482	420	87.14%	498	425	85.34%
Other than permanent	898	795	88.53%	622	501	80.55%
<b>Total Workers</b>	<b>1380</b>	<b>1215</b>	<b>88.04%</b>	<b>1120</b>	<b>926</b>	<b>82.68%</b>

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

Category	FY (2024-25)					PY (2023-24)				
	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)
<b>Employees</b>										
<b>Permanent</b>	<b>698</b>	<b>0</b>	<b>0.00%</b>	<b>698</b>	<b>100.00%</b>	<b>613</b>	<b>0</b>	<b>0.00%</b>	<b>613</b>	<b>100.00%</b>
Male	668	0	0.00%	668	100.00%	590	0	0.00%	590	100.00%
Female	30	0	0.00%	30	100.00%	23	0	0.00%	23	100.00%
<b>Other than Permanent</b>	<b>40</b>	<b>0</b>	<b>0.00%</b>	<b>40</b>	<b>100.00%</b>	<b>58</b>	<b>0</b>	<b>0.00%</b>	<b>62</b>	<b>106.90%</b>
Male	39	0	0.00%	39	100.00%	54	0	0.00%	58	107.41%
Female	1	0	0.00%	1	100.00%	4	0	0.00%	4	100.00%
<b>Workers</b>										
<b>Permanent</b>	<b>482</b>	<b>0</b>	<b>0.00%</b>	<b>482</b>	<b>100.00%</b>	<b>498</b>	<b>0</b>	<b>0.00%</b>	<b>498</b>	<b>100.00%</b>
Male	482	0	0.00%	482	100.00%	498	0	0.00%	498	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Other than Permanent</b>	<b>898</b>	<b>0</b>	<b>0.00%</b>	<b>898</b>	<b>100.00%</b>	<b>622</b>	<b>0</b>	<b>0.00%</b>	<b>432</b>	<b>69.45%</b>
Male	869	0	0.00%	869	100.00%	622	0	0.00%	432	69.45%
Female	29	0	0.00%	29	100.00%	0	0	0.00%	0	0.00%

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

<b>a. Median remuneration / wages:</b>				
	<b>Male</b>		<b>Female</b>	
	<b>Number</b>	<b>Median remuneration/ salary/ wages of respective category</b>	<b>Number</b>	<b>Median remuneration/ salary/ wages of respective category</b>
Board of Directors (BoD)	8 <sup>#</sup>	20,87,052 <sup>@</sup>	1 <sup>*</sup>	19,87,052
Key Managerial Personnel	1 <sup>##</sup>	2,07,73,634	1	8,21,467
Employees other than BoD and KMP	708	3,96,890	31	2,61,785
Permanent Workers	1350	1,66,679	29	71,058

<b>b. Gross wages paid to females:</b>				
	<b>FY (2024-25)</b>		<b>PY (2023-24)</b>	
Gross wages paid to females	1,50,69,517	1,20,84,652	1,50,69,517	1,20,84,652
Total wages	92,60,46,310	78,42,63,624	92,60,46,310	78,42,63,624
Gross wages paid to females (Gross wages paid to females as % of total wages)	1.63%	1.54%	1.63%	1.54%

# Includes Managing Director, Executive directors and Independent directors

@excluding the directors who were on the Board for part of the year were not considered for median calculation.

## Includes Chief Financial Officer and Company Secretary

\* Only one Female Director- Total remuneration paid is considered

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

Yes

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

The Managing Director of the Company addresses all human rights impacts of the business. All grievances received are recorded, duly analysed, investigated and suitable actions as appropriate are taken to resolve them.

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

	<b>FY (2024-25)</b>			<b>PY (2023-24)</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of the year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of the year</b>	<b>Remarks</b>
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY (2024-25)	PY (2023-24)
<b>i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</b>	Nil	Nil
<b>ii) Female employees / workers</b>	Nil	Nil
<b>iii) Complaints on POSH as a % of female employees / workers</b>	Nil	Nil
<b>iv) Complaints on POSH upheld</b>	Nil	Nil

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

The Company has policies in place such as Prevention of Sexual Harassment Policy, Code of Conduct which require employees to behave responsibly in their action and conduct. The Whistle Blower policy allows the employees to report incidents which are unethical or discriminatory. The Company also has an Internal Complaints Committee for the protection of women at workplace.

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

Yes, adherence to required compliance including child labour, forced labour and human rights form a part of the Company's business agreements and contracts.

**10. Assessments of the year 100 %.**

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

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

No significant risks / concerns.

**LEADERSHIP INDICATORS**

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

No complaints have been received for human rights violation.

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

The organization adheres to the standards and approaches laid out for the employees, workers and associates, which are extended across the value chain partners representatives. All the concerned entities adhere to the ethical conduct of business.

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

Most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers. Such arrangements include easily accessible offices, entrances, doors and availability of ramps and elevators etc.

**4. Details on assessment of value chain partners:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others – please specify	0.00%

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

Not Applicable

**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:**

**Whether total energy consumption and energy intensity is applicable to the company?**

Yes

	<b>FY (2024-25)</b>	<b>PY (2023-24)</b>
<b>Revenue from operations (in Rs.)</b>	6,75,95,67,788	5,80,03,24,678

<b>Parameter</b>	<b>FY (2024-25)</b>	<b>PY (2023-24)</b>
<b>From renewable sources [In Gigajoule (GJ)]</b>		
Total electricity consumption (A)	46,17,626	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	46,17,626	0

**From non-renewable sources [In Gigajoule (GJ)]**

Total electricity consumption (D)	55,428.54	4,69,14.38
Total fuel consumption (E)	3,737.20	4,569.26
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	59165.74	51,483.64
Total energy consumed (A+B+C+D+E+F)	4676791.74	51,483.64
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0006918773	0.000008876
"Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)"	0.001384	0.00001
Energy intensity in terms of physical Output	0.001384	0.00001
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

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

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

No.

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

Parameter	FY (2024-25)	PY (2023-24)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	12,831.00	13,852
(ii) Groundwater	52,000.00	47,906
(iii) Third party water	0.00	0
(iv) Seawater / desalinated water	0.00	0
(v) Others	0.00	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>64,831.00</b>	<b>61,758.00</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>64,831.00</b>	<b>61,758.00</b>
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000009591	0
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00	0
Water intensity in terms of physical output	0.00	0
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0

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

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	PY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	<b>1,688</b>	<b>1,205</b>
No treatment	1,688	1,205
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	<b>1,688</b>	<b>1,205</b>

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. **(N)**

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

Yes, the company implements water conservation through reduce, reuse, recharge and recycle approach, enabling the Company to implement ZLD at its locations.

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

**Whether air emissions (other than GHG emissions) by the entity is applicable to the company?**

Yes

Parameter	Please specify unit	FY (2024-25)	PY (2023-24)
NOx	ug/m3	52.00	40.00
SOx	ug/m3	49.00	36.00
Particulate matter (PM)	ug/m3	52.00	22.00
Persistent organic pollutants (POP)	ug/m3	0.00	0.00
Volatile organic compounds (VOC)	ug/m3	0.00	0.00
Hazardous air pollutants (HAP)	ug/m3	0.00	0.00
Others-Please specify	ug/m3	-	-

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

Yes. Assessed by Telangana State Pollution Control Board.

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

**Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?**

Yes

Parameter	Unit	FY (2024-25)	PY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	280.07	304.63
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	12,625.39	10,686.05
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e / Rs.	0.0000019092	0.0000018948
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e / Rs.	0.0014794431	0.000001895
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e	12,905.46	10990.70
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e	0.00	0.00

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)**

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

Some of our products and their development are our major contribution towards clean technology thereby contributing to reduction in global carbon footprint and greenhouse emissions. As part of our green initiative as well as thrust towards renewable energy, we have set up solar rooftop panels across the units for captive power generation and switched over to LED lights.

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

Parameter	FY (2024-25)	PY (2023-24)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.00	0.00
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	1,688.00	428.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. By materials relevant to the sector)	1,389.00	861.00
<b>Total (A+B + C + D + E + F + G+H)</b>	<b>3,077.00</b>	<b>1,289.00</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000004552	0.0000002222
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000004552	0.0000002222
Waste intensity in terms of physical output	1.64	11.97
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,389	861
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,389</b>	<b>861</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

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)**

**10. 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.**

We dispose most of our waste which comes in the form of metal shavings and machining scrap to vendors who then re-melt the same for re-use, thereby leading to conservation of natural resources. Also, our products are transported in biodegradable plywood cartons that are re-usable.

**11. 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:**

S. No.	Location of Operations/ Offices	Type of Operations	Whether the conditions of environmental approval/ clearance are being complied with? If no, the reasons thereofnd corective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No environmental impact assessments were required based on applicable law.					

**13. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. 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
1	All the units under the entity are in compliance with the applicable environmental laws/regulations and guidelines as per the national and state level mandates.			

**LEADERSHIP INDICATORS**

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

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY (2024-25)	PY (2023-24)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	NA	NA

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

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

Parameter	Unit	FY (2024-25)	PY (2023-24)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MtCO <sub>2</sub> e	1,126.11	956.14
<b>Total Scope 3 emissions per rupee of turnover</b>	MtCO <sub>2</sub> e / Rs.	0.0014794431	0.00000017
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Not Applicable

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

Sr. No.	Initiative Undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

The Company has emergency preparedness plans in place to deal with any sort of emergency situations, hazards & risks, including the provision for first aid. Relevant information and Basic training related to emergency preparedness and response is provided to the employees where the duties and responsibilities of various entities are communicated. In case of occurrence of any unfortunate incident in the plant, proper analysis is carried out and appropriate preventive measures are initiated to avoid recurrence in future.

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

No significant adverse impact reported from any value chain partners.

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

As of now, the Company does not have any formal assessment mechanism to monitor the environmental impact of value chain partners' activities. However The code of conduct and ethics policy is applicable to all the business partners which urges one to align their goals with that of the socio-environment 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.**

4

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

S.No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Society of Indian Defence Manufacturer	National
3	The Federation of Telangana Chambers of Commerce and Industry	State
4	Export Promotion Council	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.**

Name of the authority	Brief of the case	Corrective action taken
The company has not engaged in any anti-competitive conduct		

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

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

**PRINCIPLE 8****BUSINESS 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.**

Name and brief details of project	S/A Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
None of the projects undertaken by the Company in FY 2024-25 required Social Impact Assessments (SIA).					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA

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

A Grievance redressal policy for the community is in place, including mechanisms and procedure for raising of grievances /complaints as well as their escalation and redressal in line with the Code of Conduct of the Company.

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

	FY (2024-25)	PY (2023-24)
Directly sourced from MSMEs/ small producer	20.55%	Nil
Sourced directly from within the district and neighbouring districts	13.22%	Nil

**5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

	FY (2024-25)	PY (2023-24)
<b>1. Rural</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Rural areas	0.00	0.00
<b>2. Semi-urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Semi-Urban areas	0.00	0.00
<b>3. Urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,22,16,60,000.00	95,15,20,000.00
ii) Total Wage Cost	1,22,16,60,000.00	95,15,20,000.00
iii) % of Job creation in Urban areas	100.00%	100.00%
<b>4. Metropolitan</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Metropolitan area	0.00	0.00

**LEADERSHIP INDICATORS**

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

Date of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Telangana	Hyderabad	2,00,00,000.00

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

No. Ours being a highly technical domain dealing with a niche clientele, the suppliers are often limited to those who are qualified by the customer.

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

Not Applicable

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

0.00%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge			

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

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	Not Applicable		

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Ekam Foundation-Education Support Program	116	100%
2	Ekam Foundation-Surgical/ Medical Support	47	100%
3	3.2.1 Education Foundation	800	100%
4	Bright Future	207	100%
5	Agastya Interna-tional Foundation	5436	100%
6	Dangoria Charitable Trust	35	100%
7	Friends of Max	266	100%
8	St. Judes	20	100%
9	Parampara Foundation	2500	100%
10	Rotary Club of Hyderabad Deccan	800	100%
11	Mercy Hospital	2671	100%
12	ABC Society	153	100%
13	Women's International Summit on Entrepreneurship & B2B (WISE) 2025	1800	20.00%
14	Aroh	50	100%
15	MSSO	200	100%

**PRINCIPLE 9**
**BUSINESS 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.**

Consumers/Public are furnished with various choices to interface with the Organization through email, phone, and site. The Company has a committed personnel to respond to their queries and receive feedback in order to improve its services.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as the Company has a wide range of product across different segments
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25			PY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, the Company is certified for ISO/IEC 27001 : 2022 for Information Security and has a policy in place to provide the framework for cyber security. <https://mtar.in/policies-related-documents/>

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

None

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	Nil

**LEADERSHIP INDICATORS**

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

The Company’s business offerings can be found on the website- <https://mtar.in/>

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

All Business segments of the Company comply with the regulations and relevant voluntary codes concerning the communications and pitch designed for the consumers. The Company’s communications are aimed to enable the customers to make informed purchase decisions.

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

The company works on make to order system, however the Company has necessary mechanisms in place to inform consumers if any major discontinuation happens.

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

Not applicable, as the Company operates in B2B model.

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?**

No