

July 03, 2025

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor,
Plot No. C/1, G Block
Bandra Kurla Complex
Bandra (East), Mumbai 400 051

BSE Limited

Phiroze Jeejeebhoy Towers,
Fort, Dalal Street
Mumbai – 400 001

Symbol: ORIENTELEC

Scrip Code: 541301

Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25.

Pursuant to Regulation 34(2)(f) SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), enclosed herewith the BRSR forming part of the Annual Report of the Company for the financial year 2024-25.

You are requested to take the above information and enclosed documents on your record.

Thanking you,

For **Orient Electric Limited**

Diksha Singh
Company Secretary
Encl.: as above

Business Responsibility & Sustainability Report 2024-25

ABOUT THE COMPANY

Orient Electric Limited (“OEL” or the “Company”) is a part of the USD 3 billion diversified CKA Birla Group, an esteemed Indian Multinational Conglomerate. OEL is a leading Indian electrical brand with more than seven decades of operation in the Indian market offering a diverse portfolio of fans, lighting, switchgear and home appliances.

In the domestic market, it has penetration up to small towns with a well-organised distribution network reaching 1,25,000 retail outlets and a strong service network covering more than 450 cities. Orient Electric has established itself in the market as a one-stop solution provider of lifestyle electrical solutions.

The vision of the Company is to ‘spread happiness by smart application technology’ and the company constantly undertaking Initiatives to fulfill its vision by creating a wide range of innovative products for consumers.

The company is guided by five core values: Excellence, Integrity, Collaboration, Trust and Care.

SECTION A:



GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L311000R2016PLC025892						
2.	Name of the Listed Entity	Orient Electric Limited						
3.	Year of incorporation	2016						
4.	Registered office address	Unit -VIII, Plot No. 7, Bhoinagar, Bhubaneswar, Odisha- 751012, India						
5.	Corporate address	240, Okhla Industrial Estate, Okhla Phase III, New Delhi, -110020, India						
6.	E-mail	investor@orientelectric.com						
7.	Telephone	011-40507000						
8.	Website	www.orientelectric.com						
9.	Financial year for which reporting is being done	FY 2024- 25						
10.	Name of the Stock Exchange(s) where shares are listed :	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>National Stock Exchange of India Ltd.</td> <td>ORIENTELEC</td> </tr> <tr> <td>BSE Ltd.</td> <td>541301</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	National Stock Exchange of India Ltd.	ORIENTELEC	BSE Ltd.	541301
Name of the Exchange	Stock Code							
National Stock Exchange of India Ltd.	ORIENTELEC							
BSE Ltd.	541301							
11.	Paid-up Capital	₹ 21,33,65,899						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report -	Mr. Arvind Kumar Vats Chief Financial Officer Phone No. - 011-40507000, Email - investor@orientelectric.com						
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	All the disclosures in this report are made on a standalone basis.						
14.	Name of assessment or assurance provider	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 th March 2025.						
15.	Type of assessment or assurance obtained	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 th March 2025.						

II. Products/services**16. 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.	Electrical Consumer Durables	The company manufactures and trades in electrical appliances, fans, lighting, switches and cables.	70.24%
2.	Lighting, Switchgear and Wiring Accessories		29.76%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Ceiling Fans	27503	42.83%
2.	TPW Fans	27503	12.10%
3.	Lighting	27400	24.99%
4.	Switchgear & Wires	27331/27339	04.77%
5.	Water Heater	27502	04.13%
6.	Cooler	27509	04.80%

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	4	37*	41
International	0	1	1

* Includes warehouses.

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	36*
International (No. of countries)	30

*Includes 28 states and 8 Union Territories of India

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

Contribution from exports was 4.25% of the total turnover, for the reporting period.

c. A brief on types of customers:

The company serves a broad and varied customer base, including both industrial and retail sectors. The company's core operations are focused on business-to-business (B2B) and business-to-customer (B2C) transactions. Further a minor segment of its business involves engagements with government bodies, referred to as business-to-government (B2G).

IV. Employees

20. Details as at the end of Financial Year: -

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,217	1,127	92.60	90	7.40
2.	Other than Permanent (E)	49	40	81.63	09	18.37
3.	Total employees (D + E)	1,266	1,167	92.18	99	7.82
WORKERS						
4.	Permanent (F)	50	50	100.00	00	0.00
5.	Other than Permanent (G)	2,750	2,074	75.42	676	24.58
6.	Total workers (F + G)	2,800	2,124	75.86	676	24.14

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	00	00	0.00	00	0.00
2.	Other than Permanent (E)	00	00	0.00	00	0.00
3.	Total differently abled employees (D + E)	00	00	0.00	00	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	00	00	0.00	00	0.00
5.	Other than Permanent (G)	2	2	100.00	00	0.00
6.	Total differently abled workers (F + G)	2	2	100.00	00	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	2	1	50.00

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.08	33.14	28.43	24.98	26.98	25.09	25.52	40.43	26.30
Permanent Workers	11.81	0.00	11.81	7.44	0.00	4.98	3.92	0.00	3.92

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

23. a. Names of holding / subsidiary / associate companies / joint ventures

The company does not have any subsidiary, holding, associate companies or joint venture.

VI. CSR Details

24. I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

II. Turnover (in ₹) - 3,093.68 crores

III. Net worth (in ₹) - 694.30 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2024-25*			FY 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, https://orientelectric/files/grievance-redressal-policy.pdf	Nil	Nil	None	Nil	Nil	None
Investors (other than shareholders)	Yes, https://orientelectric/files/grievance-redressal-policy.pdf	Nil	Nil	None	Nil	Nil	None
Shareholders	Yes, https://orientelectric/files/grievance-redressal-policy.pdf	5	Nil	None	6	Nil	None
Employees and workers	Yes, https://orientelectric/files/grievance-redressal-policy.pdf	78	21	All grievances of the employees and workers are resolved in a timely manner as per the Company policies.	26	9	All grievance of employees and workers are addressed in a structured manner under the ambit of the policies of the organization.
Customers	Yes, https://orientelectric/files/grievance-redressal-policy.pdf ; https://orient.servitiumcrm.com/orient/getCustomerInfo.jsp	21,71,847	6,107	Grievances received from all channels were resolved promptly.	18,62,855	6,865	Grievances and suggestions received across channels.
Value Chain Partners	Yes, https://orientelectric/whistle-blower-policy.pdf	Nil	Nil	None	Nil	Nil	None
Other (please specify)	Nil	Nil	Nil	None	Nil	Nil	None

*The pending complaints from FY 2023-24 have been included in the complaint count for FY 2024-25.

26. Overview of the entity's material responsible business conduct 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 format¹

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.	Product Safety	Risk	As manufacturers of electric consumer goods, product safety is of utmost importance at OEL. There are various potential risks associated with faulty appliances like fire and other hazards. These hazards can lead to serious negative consequences like personal injury, fatality and property damage. Further product safety related incident severely damage the company's reputation and have negative impact on the customer satisfaction, revenue, market share and brand value. These malfunctions can also expose the company to legal liabilities, as affected consumers may pursue litigation. Further the regulatory authorities may impose strict penalties on finding such safety issues.	To mitigate the risk, the company has established a Quality Control and Testing Team to ensure that all products in the market comply with the safety and other standards. It helps to avoid the risk of product malfunction and product recall. Further risk assessment is conducted at every stage of product development to identify potential safety issues at an early stage. This approach helps to maximise market share and further ensures minimum regulatory scrutiny.	Negative implications (There was no financial impact in FY 2024-25)
2.	Product Lifecycle Environmental Impacts	Opportunity	In the electric consumer durable sector, companies are continually striving to distinguish their products from those of competitors. A pivotal factor in this differentiation is the environmental sustainability of products across their entire lifecycle, which significantly affects the overall cost of appliance ownership. This approach requires a comprehensive design strategy that prioritizes sustainability from manufacturing and usage to end-of-life disposal. Key areas of focus include improving energy and water efficiency, as well as incorporating eco-friendly materials and sustainable production methodologies. The Company is dedicated to the development and manufacturing of products with a reduced environmental impact, with the objective of driving increased consumer demand and expanding its market presence. Furthermore, the Company proactively works to mitigate the environmental footprint of its offerings by addressing critical sustainability goals, such as reducing greenhouse gas (GHG) emissions and ensuring compliance with extended producer responsibility (EPR) requirements.	NA	Positive implications

¹Material issues identified are referred from the Sustainability Accounting Standards Board (SASB's) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 18th April, 2025 at 11:00 IST.

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)
3.	Innovation	Opportunity	Since the electric consumer durable industry is a highly competitive industry, companies face the risk of falling behind if they do not consistently introduce smarter, more innovative products within their respective segments. However, this challenge also presents an opportunity for OEL to maintain a competitive edge by enhancing its innovation initiatives. This approach enables the development of products that are not only more user-friendly and environmentally sustainable but also contribute to growth in both revenue and profitability. The Company has a dedicated Research and Development (R&D) team focused on creating advanced, intelligent, and durable products to meet the evolving needs of its consumers.	NA	Positive implications
4.	Geo political risk	Risk	The Company serves a global customer base across multiple countries, each of which may be susceptible to geopolitical risks such as pandemics, international conflicts, and other destabilizing events. These factors have the potential to negatively impact the Company's business operations and overall performance.	The Company regularly evaluates its global markets and demand drivers, taking into account potential geopolitical risks. This proactive approach enables more effective inventory management and strategic planning.	Negative implications (There was no financial impact in FY 2024-25)

SECTION B:  **MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Policy and management processes

1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	The Board of Directors approved the Policies developed in accordance with applicable statutory requirements. Further the other policies, which are formulated by the relevant Business or Function Heads, are approved by the Managing Director and/ or the appropriate Business/ Function Head, as applicable.								
c. Web Link of the Policies, if available	Please refer the table below:								

S. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1.	Related Party Policy ²	https://www.orientelectric.com/images/investors/related-party-policy.pdf	P1
2.	Code of Conduct for Director and Senior Management	https://orientelectric/files/code-of-conduct-for-directors-and-senior-management.pdf	P1
3.	Archival Policy	https://orientelectric/files/archival-policy.pdf	P1
4.	Disciplinary Action Policy	Intranet	P1
5.	Media Communications Policy	Intranet	P4
6.	Promotion Policy	Intranet	P1
7.	Risk Management Policy	Intranet	P2
8.	Privacy Policy	https://orientelectric.com/pages/privacy-policy	P2
9.	Employee Insurance Policy	Intranet	P3
10.	Cab Booking Policy	Intranet	P3
11.	Confirmation Policy	Intranet	P3
12.	Crèche Policy	Intranet	P3
13.	Group mediclaim policy (GMP POLICY)	Intranet	P3
14.	Hiflyer Policy	Intranet	P3
15.	Laptop Desktop Data Card Policy	Intranet	P3
16.	Leave Attendance policy	Intranet	P3
17.	Transfer Relocation Policy	Intranet	P3
18.	Salary Advance Policy	Intranet	P3
19.	Variable Pay Policy	Intranet	P3
20.	WOW Policy	Intranet	P3
21.	International Travel Policy	Intranet	P3
22.	Internal Job Posting	Intranet	P3
23.	Nomination and Remuneration Policy	https://orientelectric/nomination-remuneration-policy.pdf	P5
24.	Code of Conduct for Fair Disclosure of UPSI	https://orientelectric/code-of-conduct-for-fair-disclosure-of-upsi.pdf	P3
25.	Dividend Distribution Policy	https://orientelectric/dividend-distribution-Policy.pdf	P4
26.	Code on Prevention of Insider Trading	Intranet	P4
27.	Human Rights and Grievance Redressal	https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf	P5
28.	HIV & AIDS Policy	Intranet	P5
29.	Corporate Social Responsibility Policy	https://orientelectric/corporate-social-responsibility-policy.pdf	P6
30.	Materiality of Events and Information ³	https://orientelectric/files/Determining_Materiality_of_Events_and_Information.pdf	P7
31.	Social Media Policy/ Photo and video release policy	Intranet	P9

²Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

³Amended in accordance with Regulation 24 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
S. No.	Name of policy	Link to Policy	Which Principles each policies goes into								
32.	Familiarization Programme	https://orientelectric/Familiarisation_Programme_2024-25.pdf								P1	
33.	Terms & Conditions of Appointment of Independent Directors	https://orientelectric/Terms-Conditions-of-Appointment-of-Independent-Directors.pdf								P8	
34.	Policy on Equal Opportunity	Intranet								P8	
35.	Whistle Blower Policy	https://orientelectric/whistle-blower-policy.pdf								P9	
36.	Laptop and IT Asset Issuance Policy	Intranet								P9	

Following are the exhaustive list of policies pertaining to each Principle:

Principle P1: Transparency & Accountability	<ul style="list-style-type: none"> Code of Ethical Standards and Behavioural Conduct Risk Management Policy Code of Conduct to Regulate Monitor and Report Trading by Designated Persons Related Parties Transactions Policy Policy for Determination of Materiality of Events or Information Whistle-blower Policy Non-discrimination Policy Information Technology Policy Archival Policy Code of Conduct for Directors and Senior Management
Principle P2: Product Responsibility	<ul style="list-style-type: none"> Risk Management Policy CSR Policy Information Technology Policy Information Security Management System Policy
Principle P3: Employee Development	<ul style="list-style-type: none"> Nomination & Remuneration Policy Dividend Distribution Policy Prevention of Sexual Harassment Policy Code of Ethical Standards and Behavioural Conduct Whistle-blower Policy Non-discrimination Policy Working Hours Policy Employee Handbook and/or HR Policy Document
Principle P4: Stakeholder Engagement	<ul style="list-style-type: none"> Code of Conduct to Regulate Monitor and Report Trading by Designated Persons Nomination & Remuneration Policy Dividend Distribution Policy Related Parties Transactions Policy Policy for Determination of Materiality of Events / Information Whistle blower Policy Working Hours Policy
Principle P5: Human Rights	<ul style="list-style-type: none"> Code of Ethical Standards and Behavioural Conduct Prevention of Sexual Harassment Policy Whistleblower Policy Child Labour Policy Non-discrimination Policy HIV & AIDS Policy
Principle P6: Environment Principle	<ul style="list-style-type: none"> CSR Policy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Principle P7: Policy Advocacy									
Principle P8: Inclusive Growth									
Principle P9: Customer Value									
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)	No								
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.	<p>The aforementioned policies are aligned with the principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC). Furthermore, the company has earned ISO certifications for its plants, as detailed below:</p> <p>FARIDABAD PLANT</p> <p>ISO 14001:2015 - Environmental Management Systems 45001:2018 - Operational Health & Safety Management Systems ISO 50001:2018 - Energy Management System ISO 9001:2015 - Quality Management Systems</p> <p>KOLKATA PLANT</p> <p>ISO 14001:2015 - Environmental Management Systems ISO 9001:2015 - Quality Management Systems</p> <p>NOIDA PLANT</p> <p>ISO 14001:2015 - Environmental Management ISO 45001:2018 - Operational Health & Safety Management Systems ISO 9001:2015 - Quality Management Systems</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG journey, aligned with global sustainability targets, Orient Electric aims to establish short, medium, and long-term goals for key sustainability KPIs, including:								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> i. Energy Conservation ii. Waste Management iii. Water Management iv. Climate Change Mitigation v. GHG Emissions Reduction vi. Biodiversity Protection <p>To begin, the company has set short-term ESG targets, which have been successfully achieved through various initiatives, such as:</p> <ul style="list-style-type: none"> a. Extended Producer Responsibility (EPR): Set specific targets for plastic waste recycling, successfully met through partnerships with recyclers. b. BLDCPRO Technology: Fully integrated BLDC Pro technology into multiple models of fans. c. Transition to Energy-Efficient LED Lighting: Upgraded to LED lighting to enhance energy efficiency. d. Promotion of BEE Star-Rated Products: Increased the proportion of BEE star-rated products within the product portfolio. e. ISO 50001:2018 Certification: Implemented and maintained compliance with ISO 50001:2018 standards at the Faridabad plant. f. CO₂ Emission Reduction: Initiated the use of dual-fuel generator sets to replace diesel generators, reducing CO₂ emissions. g. Pulp Packaging: Replaced expanded polystyrene packaging with pulp-based alternatives in many products, promoting sustainable packaging practices. 								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>ESG factors are central to Orient Electric’s pursuit of excellence across all aspects of our operations. We are proud to reaffirm our commitment to addressing ESG-related challenges, setting ambitious goals, and achieving key milestones. While integrating sustainable practices into our operations has presented certain challenges, we are proud of the significant progress we have made. Through proactive measures, we have cultivated a culture of resilience and long-term sustainability. Our strategically set goals reflect our unwavering dedication to exceeding industry standards and legal requirements. Notably, our efforts in minimizing the environmental impact of manufacturing, promoting diversity and inclusion, and strengthening governance structures underscore our commitment to ethical business practices.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Ravindra Singh Negi Managing Director & CEO DIN- 10627944 Email-investor@orientelectric.com</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	The Risk Management Committee (RMC) of the Board of Directors is responsible for overseeing the company’s ESG-related activities. It evaluates all risks, including sustainability risks, and monitors the effectiveness of mitigation measures. The Governance, Risk, and Compliance Committee identifies and assesses company-wide risks, establishes mitigation strategies, and ensures appropriate actions are taken. The Audit Committee focuses on compliance and governance-related matters, while the Corporate Social Responsibility Committee reviews strategies, plans, and initiatives aimed at societal engagement and environmental conservation.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	The Board of Directors, along with the Risk Management Committee, Audit Committee, and Corporate Social Responsibility Committee, as applicable regularly review the company’s progress concerning sustainability goals and policies. They provide guidance on necessary actions and monitor the advancement of these sustainability initiatives.									Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Operational issues are continuously addressed as they are identified. The company employs compliance monitoring software to track, oversee, and ensure real-time adherence to regulatory requirements.									The Compliance Report is presented before the Audit Committee and Board of Directors quarterly.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The company ensures the effectiveness and compliance of its policies, procedures, and codes through regular audits conducted by external agencies, as needed, alongside periodic internal reviews at the Board and Committee levels. For the purposes of this report, a comprehensive evaluation of the implementation and efficacy of the policies outlined in this section has been carried out by Dhir & Dhir Associates, a distinguished law firm.								

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

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

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	% age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	15	Awareness, including Technical and Functional, are imparted through detailed presentations during Board / Committee meetings covering wide areas encompassing all principles including risks, threats and mitigations, business continuity, social responsibilities and governance.	100.00
Employees other than BoD and KMPs	102	Training programs for employees covered vast area of product training, corporate induction, functional and behavioural training, POSH and other compliances.	83.00
Workers	119	Specialised training programs have been conducted for workers focused on skill development and health and safety measures.	> 90.00

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

Monetary ⁴					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary ⁵					
Imprisonment					
Punishment			Nil		

⁴The Company, pursuant to the 12th December 2024 changes prescribed by LODR third amendment w.r.t. to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q4 of FY 24-25.

⁵The Company, pursuant to the 12th December 2024 changes prescribed by LODR third amendment w.r.t. to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q4 of FY 24-25.

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.

The Company’s vision and mission prioritize ethics and transparency as core values. Its commitment to maintaining the highest ethical standards is reinforced by the Code of Ethical Standards and Behavioral Conduct, which includes measures against bribery and corruption. This highlights the Company’s steadfast dedication to conducting business in a transparent, fair, and responsible manner. The anti-corruption and anti-bribery clause is available on the company’s intranet.

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	FY 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		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	None	Nil	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	None	Nil	None

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 as during the financial year no cases of corruption or conflicts of interest were reported that required intervention from regulators, law enforcement agencies, or judicial authorities and hence no fines/ penalties were imposed or any corrective action was taken.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:⁶

	FY 2024-25	FY 2023-24
Number of days of accounts payables	85	82

⁶The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

9. Open-ness 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:⁷

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	2.42	1.52
	b. Number of trading houses where purchases are made from	52	28
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	2.11	1.2
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	89.80	90.46
	b. Number of dealers/distributors to whom sales are made	4,680	4,085
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	37.20	34.4
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.00	0.00
	b. Sales (Sales to related parties/Total Sales)	0.01	0.03
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
64	Regular awareness programs covering important topics such as first aid, personal accountability, quality mindset, and positive behavioral training are conducted. Further, specialized training sessions are organized for service technicians with the goal of enhancing their technical skills, deepening their understanding of the company's products, and ensuring they are well-versed in the correct usage of safety equipment.	>90.00

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

The Company has robust measures in place to address and prevent conflicts of interest, as detailed in the Code of Conduct for Directors and Senior Management, along with the Code of Ethical Standards and Behavioural Conduct for employees. These codes and policies provide clear guidelines and procedures for identifying and managing both actual and potential conflicts of interest.

At the start of each financial year, Directors are required to disclose to the Board of Directors any entities in which they hold an interest, along with the nature of that interest and new directors are required to disclose the details at time of appointment. Additionally, the Company's internal Human Resources Management System offers employees a confidential platform to report any conflicts of interest related to transaction.

Web-link: <https://orientelectric/files/code-of-conduct-for-directors-and-senior-management.pdf>

⁷The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

PRINCIPLE 2:

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of Improvements in environmental and social impacts
R&D	93.34	80.25	The Company has strategically invested a significant portion of its R&D and Capex towards technologies that enhance environmental and social performance. Key initiatives include the development of energy-efficient BLDC Pro models with higher star ratings, replacement of old motors with IE4 motors, and adoption of Li-Ion battery forklifts in place of diesel ones. Additional measures such as installing air compressors with VFDs, setting up STP & ETP plants at the Hyderabad facility, and implementing an Energy Management System have further improved operational sustainability. The construction of a new, well-ventilated worker canteen also reflects the Company's focus on employee welfare. These initiatives collectively contribute to reduced emissions, efficient resource use, and improved workplace conditions.
Capex	03.33	13.15	

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

The vendor/supplier on-boarding process at the Company involves comprehensive screening and evaluation at multiple stages. Preference is given to vendors who adhere to all applicable statutory requirements. The Company maintains ongoing oversight of its sourcing activities through established processes that include necessary checks and controls to prevent the use of hazardous substances. This process also encompasses thorough due diligence of vendors and suppliers. As part of its continued Environmental, Social, and Governance (ESG) efforts, the Company remains committed to enhancing its performance and maintaining strong oversight in the years ahead.

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

Orient Electric is committed to sourcing its input materials in a sustainable manner by implementing a strong and reliable system. The company has evaluated its value chain partners to identify any potential sustainability impacts, ensuring that the majority of its products align with sustainable practices. A survey form is circulated by OEL which contains questions pertaining to the supplier selection process. As part of its ESG journey, Orient Electric will continue to make steady progress in this area.

- 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.**

Plastic waste and e-waste generated by the Company are recycled through recyclers approved by the Central Pollution Control Board (CPCB) under the Extended Producer Responsibility (EPR) framework. The CPCB's approval process involves rigorous assessments to ensure that recyclers meet stringent environmental and safety standards. These criteria cover aspects such as proper waste handling, processing technologies, environmental impact mitigation, and adherence to sustainable recycling practices. By working with CPCB approved recyclers, the Company ensures that its waste management practices contribute to environmental conservation and comply with national regulatory requirements.

- 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.**

The Company's operations are subject to the Extended Producer Responsibility (EPR) framework for both plastic waste and e-waste. CPCB-approved recyclers for these waste categories have issued credit points to the Company in recognition of its responsible waste management practices. This arrangement reflects the Company's adherence to environmental regulations and its dedication to promoting sustainable 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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The Company has not conducted Life Cycle Assessments (LCA) in the reporting period.

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	FY 2023-24

The Company is currently not using any recycled or reused input material.

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			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	425	Nil	Nil	476	Nil
E-waste*	Nil	22,262	Nil	Nil	21,511	Nil
Hazardous Waste	Nil	Nil	Nil	Nil	Nil	0.07
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

*The Company complies with its plastic waste and e-waste mandate through recyclers, as per the EPR Targets provided by the authority.

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 percentage of products sold) for each product category
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At present, the Company does not have a system in place to quantify reclaimed products and packaging materials. Efforts are underway to develop mechanisms for tracking and reporting this data in future disclosures.

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:**

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1,127	1,127	100.00	1,127	100.00	00	0.00	1,127	100.00	1,127	100.00
Female	90	90	100.00	90	100.00	90	100.00	00	0.00	90	100.00
Total	1,217	1,217	100.00	1,217	100.00	90	100.00	1,127	100.00	1,217	100.00
Other than Permanent Employees											
Male	40	40	100.00	40	100.00	00	0.00	40	100.00	40	100.00
Female	9	9	100.00	9	100.00	9	100.00	00	0.00	9	100.00
Total	49	49	100.00	49	100.00	09	100.00	40	100.00	49	100.00

Note: Percentage of (D) & (E) - maternity & paternity benefit (resp.) is calculated as 100% considering (A) as total employees for the purpose of the said benefit, as per FAQs on BRSR issued by NSE

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	50	50	100.00	50	100.00	00	0.00	00	0.00	00	0.00
Female	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Total	50	50	100.00	50	100.00	00	0.00	00	0.00	00	0.00
Other than Permanent workers											
Male	2,074	2,074	100.00	2,074	100.00	00	0.00	00	0.00	00	0.00
Female	676	676	100.00	676	100.00	676	100.00	00	0.00	00	0.00
Total	2,750	2,750	100.00	2,750	100.00	676	100.00	00	0.00	00	0.00

Note: Percentage of (D) & (E) - maternity & paternity benefit (resp.) is calculated as 100% considering (A) as total employees for the purpose of the said benefit, as per FAQs on BRSR issued by NSE

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:⁸

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.33	0.29

⁸The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Benefits	FY 2024-25			FY 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	NA	NA	NA	NA	NA	NA

Note: All permanent employees, including permanent staff, receive compensation exceeding the ESI threshold, rendering them ineligible for ESI benefits. All permanent employees are enrolled in a group medical insurance program that provides comprehensive healthcare coverage.

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, the Company's office premises are fully accessible to differently abled employees and workers in accordance with the Rights of Persons with Disabilities Act, 2016. The facilities include entry ramps, elevators, and accessible restrooms for persons with disabilities, and are designed to be wheelchair-friendly to support an inclusive work environment.

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

The Company is committed to promoting equal opportunities in the workplace, ensuring that all employees and candidates are treated fairly and without discrimination based on age, gender, ethnicity, or any other characteristic. This commitment is reflected in our Equal Opportunity Policy, which aligns with the principles of the Rights of Persons with Disabilities Act, 2016 and is available on the company's intranet.

Through this policy, the Company actively fosters an inclusive work environment where diversity is valued, and individuals are given the same opportunities for growth, development, and success. We implement training programs, awareness initiatives, and inclusive practices to support this commitment, ensuring that every employee feels respected, supported, and empowered to contribute to their fullest potential.

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	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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	The Company provides multiple forums to ensure that workers have accessible and effective channels to voice their concerns and address grievances. These include the Work Committee, Grievance Committee, POSH (Prevention of Sexual Harassment) Committee, and Canteen Committee, each designed to handle specific types of issues. These committees are part of the Company's broader commitment to maintaining an open, transparent, and supportive work culture, where employee feedback is valued and acted upon promptly.
Other than Permanent Workers	Yes, in addition to the complaint register and dedicated email channels for communication with the respective HR Single Points of Contact (SPOCs), the Company also provides an HR Help Desk. This Help Desk serves as an accessible and responsive support system where employees can seek assistance, raise concerns, or inquire about any grievance or query.
Permanent Employees	The Company provides a dedicated AI-driven platform called Amber, designed to support employees with their queries and concerns. In addition to Amber, employees can directly approach the HR department in person or communicate via email with their designated HR SPOCs, who are specifically entrusted with handling grievances and addressing employee concerns.
Other than Permanent Employees	The Company has established a dedicated HR team or helpdesk at each plant/office, specifically responsible for managing and addressing employee grievances. These localized HR teams are equipped to handle a wide range of concerns, ensuring that issues are resolved efficiently and in alignment with the Company's policies and values.

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

Category	FY 2024-25			FY 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)
Total Permanent Employees	1,217	00	0.00	1,190	00	0.00
Male	1,127	00	0.00	1,115	00	0.00
Female	90	00	0.00	75	00	0.00
Total Permanent Worker	50	34	68.00	162	35	21.60
Male	50	34	68.00	110	35	31.81
Female	00	00	0.00	52	00	0.00

8. Details of training given to employees and workers:

	FY 2024-25					FY 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)
Employees										
Male	1,127	1,127	100.00	1,127	100.00	1,115	1,115	100.00	1,115	100.00
Female	90	90	100.00	90	100.00	75	75	100.00	75	100.00
Total	1,217	1,217	100.00	1,217	100.00	1,190	1,190	100.00	1,190	100.00
Workers										
Male	50	44	88.00	38	76.00	110	110	100.00	110	100.00
Female	00	00	0.00	00	0.00	52	52	100.00	52	100.00
Total	50	44	88.00	38	76.00	162	162	100.00	162	100.00

Note: This data pertains to only permanent employees and permanent workers.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,127	1,055	93.61	1,115	1,115	100.00
Female	90	84	93.33	75	75	100.00
Total	1,217	1,139	93.59	1,190	1,190	100.00
Workers						
Male	50	21	42.00	110	110	100.00
Female	00	00	0.00	52	52	100.00
Total	50	21	42.00	162	162	100.00

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

Yes, the Company has established a comprehensive Occupational Health and Safety Management System to ensure a safe and healthy working environment for all employees. This system is designed to identify, manage, and mitigate occupational health and safety risks effectively across all operations.

Furthermore, the Company's Noida and Faridabad plants have achieved certification to the ISO 45001:2018 standards, which is an internationally recognized benchmark for occupational health and safety management.

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 conducts regular audits its workplaces to proactively identify and address potential hazards, ensuring a safe and secure environment for all employees. This process includes the use of Hazard Identification & Risk Assessment (HIRA) methodologies, which help systematically identify health and safety risks associated with various work activities.

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

The Company carries out daily safety audits at its manufacturing plants to systematically identify and report work-related hazards. These audits are a critical part of the Company's proactive approach to maintaining a safe working environment, allowing for the early detection of potential risks and the implementation of corrective actions in a timely manner.

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

The Company conducts medical examinations for all employees every six months to monitor their health and ensure early detection of any potential medical issues. These routine health check-ups are part of the Company’s commitment to employee well-being, promoting a healthy workforce and preventing occupational health risks. Further all necessary statutory submissions are made to the government and all employees are covered under health insurance.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	3.03	2.02
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	18	12
No. of fatalities	Employees	Nil	Nil
	Workers	01	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	01	Nil

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

OEL is dedicated to ensuring a healthy and safe work environment for its employees and workers. It continually seeks to enhance its business practices and actively implements measures to foster a healthy workplace. Proactive measures taken by the company to ensure a safe and healthy work place include-

- i. Drafting and implementing of occupational health and safety policies.
- ii. Regular risk assessments and management procedures to mitigate them.
- iii. Keeping readily available all safety equipment’s and facilities.
- iv. Comprehensive employee training on health and safety standards and safety protocols.
- v. Encouraging employee involvement in safety initiatives.
- vi. Health and wellness programs for the entire workforce.
- vii. Periodic health check-up camps.
- viii. Strict adherence to health and safety regulations.
- ix. Continuous monitoring and upgradation of safety measures.
- x. Regular safety audit by line supervisor and near miss reporting.
- xi. Hazards Identification and Risk Assessment (HIRA) Regular Review.

- xii. Mock drills.
- xiii. Compliant with ISO 45001:2018, audit by external certification agency.
- xiv. Kaizens and Rewards and Recognition.
- xv. Occupation Health Centre with Ambulance van and tie up with hospitals.
- xvi. Processes are established to record the incident, investigate the incident and, take corrective and preventive action for the same.

Further multiple activities are conducted within the company to improve the safety culture, including-

- i. Conducting safety committee meetings on a quarterly basis.
- ii. Organizing Safety and Environment Weeks featuring promotional activities.
- iii. Initiating tree plantation drives.
- iv. Offering awareness sessions on the proper handling of electrical devices and gadgets, along with emergency response procedures.
- v. Consistently following Standard Operating Procedures (SOPs), conducting regular training sessions, and making continuous efforts to enhance the health and safety culture, thereby promoting a secure and supportive work environment.

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

	FY 2024-25			FY 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	37	10	The Complaints related to routine working conditions, including those submitted near the end of the financial year, were promptly and effectively resolved.	18	6	The Complaints were pertaining to issues w.r.t routine working conditions, which including those received towards the close of the financial year, were addressed promptly
Health & Safety	31	7	The Complaints related to safety related issues, including those submitted near the end of the financial year, and were promptly and effectively resolved.	8	3	The Complaints were pertaining to issues w.r.t few safety related matters which including those received towards the close of the financial year, were addressed promptly.

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	100.00
Working Conditions	100.00

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.

Workplace safety is a top priority for the company. It has consistently highlighted the importance of safety and individual accountability. To ensure a safe working environment, the company conducts regular safety audits and plant safety inspections, promptly addressing any reported unsafe acts or conditions. Additionally, routine checks and maintenance of elevators and HVAC systems are carried out to uphold safety standards and address any safety concerns as identified. In case of any safety related incident, the management promptly takes cognizance of the matter and establishes processes to ensure that such incident does not recur, wherever required.

Leadership Indicators

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

Yes, the company extends life insurance or any compensatory package in the event of death of employees or workers.

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

In accordance with contractual agreements, the value chain partners are obligated to promptly deduct and deposit all applicable statutory dues, ensuring compliance with legal requirements. The company regularly obtains and verifies confirmatory proof that the statutory dues have been deducted and deposited without any delays. This process helps maintain transparency, accountability, and adherence to statutory regulations.

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 employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	-	-	-	-
Workers	2	-	-	-

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 places a strong emphasis on skill development and continuous learning, organizing regular training sessions to enhance the capabilities of its workforce. This commitment to upskilling supports employees in their professional growth, equipping them with valuable knowledge and competencies that extend beyond their current roles. Such investments not only enhance their performance and career prospects during their tenure with the company but also provide them with lifelong skills that prove beneficial in their post-retirement endeavours, fostering long-term personal and professional development.

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 Working Conditions	<p>The company conducted a comprehensive assessment of its value chain partners using a survey form designed to evaluate key aspects of Environmental, Social, and Governance (ESG) principles. This survey covers a wide range of sustainability-related factors, including working conditions, health, and safety. The objective is to thoroughly assess vendor performance across these critical dimensions, ensuring alignment with the company's sustainability goals and ethical standards.</p> <p>52% of the value chain partners were assessed on parameters pertaining to health and safety practices and working conditions</p>

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.

During the value chain partner's assessment on health and safety standards and working conditions, certain issues/concerns pertaining to health and safety provision were identified with respect to a few value chain partners. OEL is committed to addressing these findings and will focus on implementing corrective measures in the coming years to enhance health and safety standards across its value chain.

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.**

OEL recognizes the critical role of its stakeholders and is committed to fostering strong, mutually beneficial relationships with them. The Company identifies both internal and operations and business performance.

Key stakeholders include the broader community, regulatory authorities, shareholders, investors, employees, suppliers, analysts and customers. These groups are considered vital to the Company's success, as their interests, feedback, and engagement significantly impact strategic decision-making, operational efficiency, and long-term sustainability.

By actively engaging with these stakeholders, OEL aims to understand their expectations, address their concerns, and incorporate their insights into its business practices. This approach not only strengthens stakeholder trust but also supports the Company's commitment to responsible business conduct and sustainable growth.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	In person/ Email/ SMS/ Meetings/ Notice Board/ HR Portal	Continued engagement/ Daily/ Monthly/ Need basis	Employee connect session/ Learning and Developments / Health and Wellness
Customers	No	Email / SMS /Calls	Daily / Monthly/ Quarterly/ Periodically / need basis (at sales/ service times)	Product related information and Services
Suppliers	No	Email / Meetings	Monthly / Periodically / need basis	Follow up w.r.t input material / goods / service/ order delivery
Investors	No	Email / Meetings	Periodically	Business Operations/ Governance
Analysts	No	Email / Meetings	Need Basis	Business Operations
Shareholders	No	Email, SMS, Newspaper Advertisement, Letters, Annual Report, Notices, Dissemination on Company's website and portals of Stock Exchanges	Periodically	Statutory requirement and for the benefit of the shareholders in terms of claiming their unclaimed shares and dividend and for getting their KYC details, etc. updated in the system
Regulatory Bodies	No	Through returns / filings/ submissions etc.	Periodically	For completing statutory compliance requirements
Community around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Meetings, Notice Board, Website, display on the locations	Periodically	Statutory Requirement. CSR activities

Leadership Indicators

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

The Company consistently interacts with multiple stakeholders to address matters concerning its business operations. The consultation is done with a particular emphasis on environmental, social, and governance aspects. To support these discussions, the Company engages consultants to perform comprehensive analyses and due diligence. The resulting reports are reviewed by management and, when deemed necessary, presented to the board for further evaluation.

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

Yes, following discussions between management and the Board, the Board offers guidance on the appropriate actions to be taken concerning the specified topics. This includes directing management to integrate these recommendations into existing policies or develop new ones as needed. The areas covered include the ERM Policy, asset capitalization processes, standard operating procedures (SOPs) for servicing defective products, CSR projects, and employee background verification.

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

During the financial year 2024-25, the Company undertook several CSR initiatives specifically aimed at engaging with and addressing the needs of vulnerable and marginalized stakeholder groups. These initiatives were designed to

promote inclusive development and provide critical support in the areas of education, healthcare, skill development, and animal welfare. Below are the key actions taken:

Ujjwal - Electrician Upskilling:

The Company launched "Ujjwal - Electrician Upskilling," a project focused on enhancing the skills and employability of informal electricians—many of whom belong to economically weaker sections. Over 6000 electricians were trained across key markets, aligned with Skill India certification frameworks. The initiative offered both technical skill enhancement and digital empowerment through a dedicated app.

Gift Toilets- An Initiative Touch Your Soul:

Under the "Gift A Toilet" campaign, Orient Electric partnered with 'An Initiative Touch Your Soul' to construct girls' toilet blocks in government schools in rural Uttarakhand. This addressed a critical sanitation gap affecting the dignity, safety, and school attendance of female students—a group often vulnerable to dropout due to lack of basic hygiene infrastructure.

Cancer Care Centre, Rukmani Birla Hospital- CMRI Trust:

In collaboration with the Calcutta Medical Research Institute (CMRI), the Company supported the development of a Cancer Care Centre at Rukmani Birla Hospital, Jaipur. This project aimed to improve access to quality healthcare for economically underprivileged patients suffering from serious medical conditions.

Animal Shelters- Prabhaav Foundation:

Recognizing the needs of vulnerable animals during extreme heat conditions, the Company partnered with the Prabhaav Foundation to install cooling devices in animal shelters across India. This initiative helped provide comfort and reduce suffering among neglected and voiceless animals.

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			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,217	1,217	100.00	1,190	1,190	100.00
Other than permanent	49	49	100.00	60	60	100.00
Total Employees	1,266	1,266	100.00	1,250	1,250	100.00
Workers						
Permanent	50	50	100.00	162	162	100.00
Other than permanent	2,750	2,750	100.00	2,132	2,132	100.00
Total Workers	2,800	2,800	100.00	2,294	2,294	100.00

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

Category	FY 2024-25					FY 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)
Employees										
Permanent	1,217	00	0.00	1,217	100.00	1,190	0	0.00	1,190	100.00
Male	1,127	00	0.00	1,127	100.00	1,115	0	0.00	1,115	100.00
Female	90	00	0.00	90	100.00	75	0	0.00	75	100.00
Other than Permanent	49	00	0.00	49	100.00	60	0	0.00	60	100.00
Male	40	00	0.00	40	100.00	52	0	0.00	52	100.00
Female	09	00	0.00	09	100.00	08	0	0.00	08	100.00
Workers										
Permanent	50	00	0.00	50	100.00	162	108	66.67	54	33.33
Male	50	00	0.00	50	100.00	110	56	50.91	54	49.09
Female	00	00	0.00	00	100.00	52	52	100.00	00	0
Other than Permanent	2,750	2,269	82.51	481	17.49	2,132	1,662	77.95	470	22.05
Male	2,074	1,595	76.90	479	23.10	1,825	1,355	74.25	470	25.75
Female	676	674	99.70	2	0.30	307	307	100.00	00	0.00

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

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (₹ In crore /Yearly)	Number	Median remuneration/ Salary/ Wages of respective category (₹ In crore / Yearly)
Board of Directors (BoD)	1	Please refer Annexure A of Board Report of FY 2024-25	00	Please refer Annexure A of Board Report of FY 2024-25
Key Managerial Personnel	1		1	
Employees other than BoD and KMP	1,125	0.117	89	0.14
Workers	50	0.05	00	0.00

Note: Remuneration is being paid only to Managing Director. Non-executive directors are not paid any remuneration except sitting fees and commission, therefore, not considered.

Note: Remuneration includes variable pay for financial year 2024-25 as per Provisions Policy of the Company.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:⁹

	FY 2024-2025	FY 2023-24
Gross wages paid to females as % of total wages	9.58	6.05

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

Yes, the Human Resources (HR) department manages all human rights-related matters, ensuring compliance with legal standards and promoting a culture of respect, diversity, and inclusion. It is responsible for resolving all employee grievances and implements policies to prevent violations. Through these efforts, HR upholds the Company's commitment to ethical practices.

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

OEL is dedicated to providing a safe and healthy work environment for its employees and workers. A robust system has been implemented to maintain a culture focused on safety and well-being. To address any concerns, several committees have been established, including the Canteen Committee, Whistle-blower Committee, and Internal Complaints Committee under the Prevention of Sexual Harassment at Workplace Act, Grievance Committee, and Work Committee. Additionally, designated HR representatives have been appointed at each location and factory to manage inquiries and complaints effectively.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None

⁹The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Wages	8	2	The Company takes prompt actions to resolve any grievances.	Nil	Nil	None
Other Human Rights related issues	2	2	The Company takes prompt actions to resolve any grievances.	Nil	Nil	None

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

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

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

The Company is dedicated to providing a safe, secure, and supportive work environment for all its employees and workers. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has established a Prevention of Sexual Harassment (POSH) Policy to address and prevent incidents of sexual harassment, with all such cases managed by internal committees.

The grievance redressal process is structured in multiple stages, with unresolved grievances escalating from the local level to the Head Office, involving HR Single Points of Contact (SPOCs) for effective resolution. Further the identity of the complainant is kept confidential to ensure no discrimination. Additionally, the Company has implemented a Whistle blower Policy to facilitate the reporting of suspicious activities, ensuring transparency and accountability within the organization.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company ensures that all pertinent and essential clauses pertaining to human rights are incorporated into its contracts and commercial agreements.

10. Assessments for the year:

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

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

No significant risks were identified through the assessments of plants and offices. However, OEL has strong mechanisms in place to effectively address any human rights issues that may emerge.

Leadership Indicators

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

The Company committed to ensuring a safe and secure work environment for all its employees and workers. During the financial year, a few minor grievances were reported; however, they did not necessitate any changes to the existing procedures. The Company continues to maintain a robust grievance redressal mechanism, which is well-equipped to address concerns efficiently and ensure their timely resolution.

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

No human rights due diligence was conducted during the financial year.

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

Yes, the Company’s Corporate Office and plants are designed to be accessible to visitors with disabilities, with wheelchair-friendly facilities, elevators, and ramps available to support their needs. The Company is committed to creating an inclusive environment by regularly enhancing its infrastructure. This ongoing effort ensures that all guests, regardless of mobility challenges, can access the facilities comfortably and safely.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company assesses its value chain partners using a value chain survey form, which is designed to evaluate vendors’ compliance with ethical business practices and fundamental human rights standards. This structured assessment helps ensure that partners align with the Company’s commitment to responsible and ethical operations.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others - please specify	
52% of value chain partners were assessed on the above-mentioned parameters.	

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

During value chain partner assessment, it was noted that some of the vendors were not implementing adequate environmental measures. In response, OEL plans to strengthen its engagement with suppliers, focusing on critical sustainability areas. This includes conducting regular audits to monitor compliance, exploring opportunities to reduce environmental impacts—such as adopting renewable energy sources—and establishing key performance indicators (KPIs) to track and evaluate environmental performance effectively. Through these initiatives, the Company aims to promote sustainable practices throughout its supply chain.

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:¹⁰**

Parameter	FY 2024-25	FY 2023-24
	From renewable sources	in Megajoules
Total electricity consumption (A) ¹¹	2,14,477.20	2,85,602.40
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	2,14,477.20	2,85,602.40
	From non-renewable sources	in Megajoules
Total electricity consumption (D)	3,49,26,173.03	2,41,92,939.90
Total fuel consumption (E)	3,35,51,838.85	2,76,41,391.17
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	6,84,78,011.88	5,18,34,331.07
Total energy consumed (A+B+C+D+E+F)	6,86,92,489.08	5,21,19,933.47
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) -MJ/₹	0.0022	0.0019
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) -MJ/₹ ¹²	0.05	0.04
Energy intensity in terms of physical output ¹³	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity - MJ/employee	54,259.47	41,695.95

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Our facilities at Orient Electric Ltd. do not fall under the scope of the Government of India's Perform, Achieve, and Trade (PAT) Scheme.

¹⁰The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹¹The solar panels at the Head Office was functional during FY 2023-24; however, it was non-operational in FY 2024-25. This change in operational status has resulted in the observed increase in the reported figures.

¹²The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹³The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. Provide details of the following disclosures related to water, in the following format: ¹⁴

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres) ¹⁵		
(i) Surface water	-	-
(ii) Groundwater	46,208.74	29,762.54
(iii) Third party water - Municipality	7,294.91	8,657.25
(iv) Seawater / desalinated water	-	-
(v) Others (Packaged Drinking Water)	472.00	60.73
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	53,975.65	38,480.52
Total volume of water consumption (in kilolitres)	34,137.80	18,122.09
Water intensity per rupee of turnover (Water consumed / Revenue from operations) - Kilolitres/₹	0.0000011	0.0000006
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁶ (Total water consumption / Revenue from operations adjusted for PPP) - Kilolitres/₹	0.000023	0.000014
Water intensity in terms of physical output- Kilolitres /Metric tonne ¹⁷	-	-
Water intensity (optional) - the relevant metric may be selected by the entity - Kilolitres/employee	26.97	14.50

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	00	00
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	00	00
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	00	00
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	1,273.11	1,173.13

¹⁴The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁵The Hyderabad plant was not considered in FY 2023-24, as it was not operational during that period. However, in FY 2024-25, the plant has been included in the reporting scope, resulting in a noticeable increase in the numbers.

¹⁶The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁷The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
- With treatment - Primary, Secondary and Tertiary Treatment	18,564.74	19,185.30
(v) Others	00	00
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	19,837.85	20,358.43

**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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Wastewater Treatment and Reuse at Orient Electric Ltd., Faridabad Main Plant (Plot-11)

At Orient Electric Ltd.'s Faridabad Main Plant (Plot-11), a robust and integrated wastewater treatment system is in place to ensure responsible water management and environmental stewardship.

Process wastewater generated during industrial operations undergoes a multi-tiered treatment process within the Effluent Treatment Plant (ETP). The treatment sequence comprises Ultrafiltration (UF), followed by Reverse Osmosis (RO), and is completed through Deionization (DM). This comprehensive treatment cycle enables the conversion of industrial effluents into high-quality Deionized (DM) water, suitable for reuse in production activities. Approximately 50% of the treated water is reintroduced into the manufacturing processes, supporting a circular and sustainable water usage system. The remaining 50% is returned to the inlet water tank for additional processing, thereby maximizing resource efficiency and minimizing freshwater dependency.

In parallel, domestic sewage water is treated via an on-site Sewage Treatment Plant (STP). Post-treatment, around 50% of the reclaimed water is repurposed for non-potable applications such as floor cleaning and horticultural irrigation, including the upkeep of green spaces across the premises.

This dual-stream water treatment and reuse model reflects Orient Electric's commitment to sustainable resource management, reduced environmental impact, and the advancement of closed-loop systems in line with best practices in environmental conservation.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Mg/Πm ³	473.41	1,431.30
SOx	Mg/Πm ³	77.46	341.29
Particulate matter (PM)	Mg/Πm ³	357.09	366.70
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others (CO)	Mg/Πm ³	172.43	1139.20

**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.**

Kolkata: Bharat Foundation - ΠABL Certified Lab recognised by West Bengal Pollution Control Board

Noida C-130 and D-209 - Newcon Consultants and Laboratories

Faridabad Plot 11 and Plot - 59 : Arihant Analytical Laboratory Pvt. Ltd.

Hyderabad - M/S Care Labs

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: ¹⁸

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions¹⁹ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,015.79	1,622.61
Total Scope 2 emissions²⁰ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,400.96	5,443.42
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) Metric tonnes of CO ₂ equivalent/₹	Metric tonnes of CO ₂ equivalent/ Rupees	0.00000037	0.00000025
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)²¹ (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) Metric tonnes of CO ₂ equivalent/₹	Metric tonnes of CO ₂ equivalent/ Rupees	0.000008	0.000006
Total Scope 1 and Scope 2 emissions intensity in terms of physical output ²²		-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/ employee	9.02	5.65

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has initiated various projects aimed at reducing greenhouse gas (GHG) emissions, including:

i. Installation of 1 MW PNG-Based Gensets:

The company has commissioned 1 megawatt (MW) power generators powered by Piped Natural Gas (PNG). This initiative enhances energy reliability while promoting the use of cleaner-burning fuel over traditional diesel, thereby reducing greenhouse gas and particulate emissions.

ii. Food Waste Composting for Garden Use:

A composting machine has been implemented to convert organic food waste into nutrient-rich compost. This compost is being effectively utilized in the company's gardens, supporting waste-to-resource conversion and reducing landfill dependency.

¹⁸The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁹The Hyderabad plant was not considered in FY 2023-24, as it was not operational during that period. However, in FY 2024-25, the plant has been included in the reporting scope, resulting in a noticeable increase in the numbers.

²⁰The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector - User Guide, Version 2.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

²¹The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²²The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

iii. Adoption of Energy-Efficient Motors:

As part of its ongoing energy conservation strategy, the company has procured and deployed energy-efficient motors across critical operations. This not only improves power consumption efficiency but also extends equipment lifespan and lowers operational costs.

iv. Utilization of Solar Energy:

The organization continues to expand its renewable energy portfolio through the installation of solar power plants. This initiative aligns with long-term carbon reduction goals and reduces dependence on grid electricity from non-renewable sources.

v. Dual Fuel Conversion for 620 KVA Generator:

A dual fuel kit has been installed on the 620 KVA generator, enabling a mix of 70% diesel and 30% PNG. This shift supports cleaner combustion, reduces diesel consumption, and lowers overall emissions without compromising performance.

vi. ISO 50001:2018 Certification - Energy Management (ENMS):

The Faridabad Plot 11 facility has achieved ISO 50001:2018 certification, awarded by TÜV SÜD, recognizing its structured and systematic approach to improving energy performance through an effective Energy Management System (EnMS).

vii. Tree Plantation Drive - IMT Faridabad:

In alignment with its green initiatives, the company conducted a tree plantation campaign at IMT Faridabad, contributing to local biodiversity, air purification, and increased green cover.

viii. ISO 14001:2015 Certification - Environmental Management:

The Faridabad Plot 11 site has also attained ISO 14001:2015 certification, demonstrating adherence to best practices in environmental management, regulatory compliance, and continual improvement in environmental performance.

ix. Green Chemistry Substitution for Surface Treatment:

In a major step toward sustainable manufacturing, the company has replaced hazardous Chromium and Phosphating chemicals with nano-based green chemicals for its metal surface treatment processes. This substitution significantly reduces water pollution and aligns with safer, environmentally responsible chemical management.

x. The company has utilized approximately 80,000 kWh of solar energy, contributing to substantial environmental benefits—this is equivalent to saving nearly 6,000 trees in terms of carbon sequestration.

9. Provide details related to waste management by the entity, in the following format: ²³

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	121.55	110.71
E-waste (B)	1.58	1.49
Bio-medical waste (C)	0.03	0.02
Construction and demolition waste (D)	5.00	10.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)		
Other Hazardous waste. Please Specify, if any. (G) Used oil, ETP sludge, Paint Sludge, Paint stripping waste, Waste Thinner/ Stripping chemicals	207.69	141.16
Other Non-hazardous waste generated (H). Please specify, if any.- Solid municipal waste Metallic scrap (Aluminium and MS and CU) Cardboard, papers, etc.	503.16	345.50
Total (A+B + C + D + E + F + G + H)	839.01	608.87

²³The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (Total waste generated Revenue from operations) - Metric tonne/₹	0.000000027	0.000000022
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)²⁴ (Total waste generated / Revenue from operations adjusted for PPP) - Metric tonne/₹	0.00000006	0.00000005
Waste intensity in terms of physical output-Metric tonne/Metric tonne ²⁵	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity - Metric tonne/employee	0.66	0.49
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste- Plastic, E-waste and Non-Hazardous waste		
(i) Recycled - Given to Municipality	571.72	213.11
(ii) Re-used	0.00	0.00
(iii) Other recovery operations - Reprocessing of paint stripping waste	5.44	0.00
Total	577.16	213.11
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Non-Hazardous, Hazardous waste, Biomedical waste and Construction and Demolition waste		
(i) Incineration -	0.44	142.05
(ii) Landfilling -	261.41	253.40
(iii) Other disposal operations-	0.00	0.29
Total	261.85	395.74

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulation

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.

Waste management practices adopted and implemented by OEL include mechanisms like-

i. Hazardous Waste Management:

- Orient Electric Ltd. has established partnerships with authorized recyclers approved by the Pollution Board for the responsible management of hazardous waste generated during manufacturing processes.
- The Company maintains strict compliance with all regulations concerning the handling, transportation, and disposal of hazardous waste.

ii. Electronic Waste (E-Waste) Management:

- Orient Electric Ltd. has partnered with authorized e-waste recyclers to handle the proper disposal and recycling of electronic waste generated from outdated or non-functional electronic equipment.
- Collection points within the organization have been established to facilitate the proper disposal of electronic waste by employees.

²⁴The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁵The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

iii. Extended Producer Responsibility (EPR) for Plastic Waste:

- The Company has successfully implemented an EPR program to take responsibility for managing the plastic waste generated by its products.
- Initiatives to reduce the use of plastic in packaging and product design have been developed and implemented, along with partnerships with recycling facilities to ensure effective plastic waste recycling.

iv. Organic Waste Management:

- Orient Electric Ltd. has implemented a composting program to manage organic waste, including canteen waste.
- Onsite composting facilities have been set up or collaborations with local composting facilities have been established to convert organic waste into compost.
- Employees have been educated about the importance of segregating organic waste and encouraged to participate in composting initiatives.

v. Continuous Improvement and Monitoring:

- The Company conducts regular reviews of waste management practices to identify areas for improvement and optimization.
- Audits are regularly conducted to ensure compliance with waste management regulations and company policies.
- Employee engagement and participation in waste reduction and recycling efforts are continuously encouraged through training programs and awareness campaigns.
- Through the ongoing implementation of this comprehensive waste management strategy, Orient Electric Ltd. continues to effectively reduce its environmental footprint, maintain compliance with regulatory requirements, and contribute to a more sustainable future.

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	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable. The Company does not operate in/around ecologically sensitive areas.

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
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Not Applicable.

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:

Serial Number	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 taken, if any action
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There were no instances of material non-compliances, under applicable environmental law/ regulations/ guidelines in India, recorded during the financial year.

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:

- (i) **Name of the area-** Faridabad - Plot 11
- (ii) **Nature of operations-** Manufacturing
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	26,113.71	21,410.89
(iii) Third party water	5,314.29	4,919.51
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	31,428.00	26,330.40
Total volume of water consumption (in kilolitres)	20,128.56	11,895.10
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment - Primary, Secondary and Tertiary Treatment	11,299.44	14,435.30
(v) Others	-	-
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	11,299.44	14,435.30

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	171.48	159.72
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ Rupees	0.000000006	0.000000006
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/ Employee	0.14	0.13

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

3. With respect to the ecologically sensitive areas reported at Question 11 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.

The Company consciously avoids operating in environmentally fragile or ecologically sensitive areas, reflecting its strong commitment to responsible and sustainable business practices. This strategic approach is rooted in the Company's dedication to environmental stewardship and the protection of delicate ecosystems. By selecting operational locations that are not situated within ecologically vulnerable zones, the Company actively minimizes its environmental footprint and supports the preservation of biodiversity and natural habitats.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of 1 megawatt (MW) power natural gas (PNG) gensets -Faridabad Plot 11	Installation of 1 MW power gensets fueled by natural gas (PNG) to generate electricity on-site. This initiative aims to enhance operational efficiency, cost-effectiveness, and environmental sustainability while also providing reliable backup during grid failures.	Replacing diesel with PNG has led to a reduction in GHG emissions, ensuring regulatory compliance (e.g., CPCB's CAP for GRAP) and reinforcing the company's environmental stewardship and commitment to sustainable practices.
2.	Installation of DM & UF-RO Plant within ETP - Faridabad Plot 11	Commissioning of a Demineralization (DM) and Ultrafiltration-Reverse Osmosis (UF-RO) system to treat and recycle wastewater from the Effluent Treatment Plant (ETP) into demineralized water.	A total of 3.25 lakh liters of treated water was successfully reused, significantly reducing freshwater consumption and enhancing water resource efficiency.
3.	Deployment of Compost Machine for Food Waste - Faridabad Plot 11	Installation of a composting machine to process food waste into nutrient-rich compost for use in the company garden, promoting soil health and reducing landfill waste.	Successfully composted 268 kilograms of food waste, reducing landfill contributions and enhancing sustainability
4.	Procurement of energy-efficient motors for conservation efforts.- Faridabad Plot 11	Procurement and installation of energy-efficient motors to reduce power consumption and support long-term conservation efforts.	A Total Benefit Cost (TBC) analysis assessed reduced energy use, environmental benefits, and ROI, enabling data-driven decisions that maximize sustainability outcomes.
5.	Co-processing of waste paint sludge - Faridabad Plot 11	Utilization of waste paint sludge as an alternative fuel/raw material in cement manufacturing to reduce waste and support circular economy principles.	Processed 167.16 metric tons of paint sludge, contributing to waste minimization and sustainable fuel usage in cement kilns.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6.	Solar Energy Utilization via Plant Installation - Faridabad Plot 11 & Head Office	Solar power systems installed to reduce dependency on non-renewable energy sources, lower emissions, and stabilize energy costs.	The outcome of the initiative results in the generation of 59,577 kilowatt-hours (KWH) of renewable energy through the installation of the solar plant.
7.	Implementation of a dual fuel kit for 620 KVA generator - Faridabad Plot 11	Integration of a dual fuel kit enabling the generator to operate on both diesel and PNG, offering fuel flexibility and improving energy reliability.	The outcome of the initiative with the implementation of the dual fuel kit results in the utilization of 70% diesel and 30% natural gas (PNG) for the 620 KVA generator, contributing to reduced emissions, improved efficiency, and enhanced sustainability in power generation operations.
8.	Achievement of ISO 50001:2018 certification for Energy Management System (ENMS) by TUV SUD. - Faridabad Plot 11	The initiative involves the successful attainment of ISO 50001:2018 certification for the Energy Management System (ENMS) by TUV SUD. This certification signifies the company's commitment to implementing systematic approaches to continuously improve energy performance, enhance energy efficiency, and reduce energy consumption. It demonstrates compliance with international standards and best practices in energy management, reflecting the company's dedication to sustainability and responsible resource usage.	Achieving ISO 50001:2018 certification for the Energy Management System (ENMS) by TUV SUD signifies the company's commitment to sustainable practices and efficient resource management. This certification ensures that the company has implemented effective energy management strategies, leading to reduced energy consumption, cost savings, and enhanced environmental stewardship. Additionally, it enhances the company's reputation and credibility among stakeholders, showcasing its dedication to sustainability and responsible business practices.
9.	Attainment of ISO 14001:2015 certification for Environmental Management System by TUV SUD.- Faridabad plot 11 and Kolkata	This certification signifies the company's commitment to implementing effective environmental management practices and minimizing its environmental impact. It demonstrates compliance with international standards and regulations, showcasing the company's dedication to sustainability and responsible environmental stewardship. Achieving ISO 14001:2015 certification reflects the company's proactive approach to environmental management and its ongoing efforts to improve environmental performance.	The outcome of achieving ISO 14001:2015 certification for the Environmental Management System (EMS) by TUV SUD underscores the company's dedication to sustainable practices and environmental responsibility.
10.	Tree plantation initiative carried out in IMT Faridabad. - Faridabad Plot 11	In line with the company's focus on enhancing indoor air quality and workplace aesthetics, 117 plants—including flowering and indoor species—were installed across the premises during FY 2024-25.	The initiative contributes to natural air purification, boosts morale, and creates a greener, more pleasant workplace, while also reinforcing the company's ecological values.
11.	An Ultrafiltration (UF) Plant has been set up within the Sewage Treatment Plant (STP) to conduct additional filtration of wastewater, enabling its reuse in horticulture and floor cleaning purposes. - Faridabad Plot 11	The initiative involves the installation of an Ultrafiltration (UF) Plant within the Sewage Treatment Plant (STP) to conduct advanced filtration of wastewater. This treated water is then reused for horticultural purposes and floor cleaning, aiming to optimize water resources and promote sustainability.	Through the implementation of the initiative, a total of 5554.26 kiloliters of water has been conserved.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
12.	Air Quality Improvement via Water Sprinkling - Faridabad Plot 11	To combat air pollution and reduce airborne particulate matter, regular water sprinkling is carried out both within and outside the factory premises. This initiative is especially crucial given the elevated AQI (Air Quality Index) levels in the National Capital Region (NCR), where air pollution poses a significant public health risk.	By settling airborne dust and pollutant particles, the initiative contributes to improved ambient air quality, enhances workplace conditions, and aligns with the plant's commitment to a healthier environment for all stakeholders
13.	Certified Energy Audit Conducted - Faridabad Plot 11	A comprehensive energy audit was carried out by a Certified Energy Auditor to identify inefficiencies and recommend improvements across high-consumption areas.	The audit provided actionable insights that informed several subsequent energy-saving initiatives, reinforcing a data-driven approach to energy conservation.
14.	Installation of Variable Frequency Drives (VFDs) - Faridabad Plot 11	VFDs were installed on compressor machines that are among the highest energy consumers within the plant. These devices allow for optimized motor speed control, significantly reducing energy usage.	The initiative has led to notable electricity savings and reduced operational costs, while aligning with the plant's long-term energy efficiency objectives.
15.	Use of Root Air Blower in STP - Faridabad Plot 11	A Root Air Blower was installed in the STP to replace traditional compressed air agitation systems, which are significantly more energy-intensive.	This shift results in considerable energy savings, reduced operational expenses, and a more sustainable wastewater treatment process.
16.	Installation of Air Guns - Faridabad Plot 11	Air guns have been introduced across the plant to minimize compressed air wastage, especially during cleaning and maintenance operations.	The initiative enhances air utility efficiency, reduces unnecessary energy usage, and contributes to more sustainable plant operations.
17.	E-Waste Recycling as per EPR Guidelines - Faridabad Plot 11	As a responsible producer, the company has spent approximately ₹20 crores to ensure the safe and compliant recycling of electronic waste under the Extended Producer Responsibility (EPR) framework.	The initiative ensures proper disposal of e-waste, prevents environmental contamination, and reflects the company's leadership in sustainable waste management.
18.	Recycling of Cat-2 Flexible Plastic Packaging - Faridabad Plot 11	In line with EPR policy under the Plastic Waste Management Rules, the company has undertaken the recycling of Category-2 flexible plastic packaging materials.	This initiative helps reduce plastic pollution and supports a circular economy approach by recovering value from waste streams.
19.	Implementation of Zero Liquid Discharge (ZLD) System- Hyderabad	Hyderabad plant, being a greenfield manufacturing facility, has initiated and installed a Zero Liquid Discharge (ZLD) facility with a treatment capacity of 40 KLD. The system is designed to reprocess and recover process wastewater, reducing the dependence on freshwater. The ZLD facility includes an advanced electrical evaporation system which not only treats wastewater but also minimizes the generation of solid sludge.	Achieved substantial reduction in freshwater usage by recycling treated process wastewater. Reduction in sludge generation through electrical evaporation. Progress toward water sustainability and regulatory compliance.
20.	Authorized Disposal of Biomedical Waste - Faridabad Plot 11	Biomedical waste is handed over to authorized vendors for responsible disposal in line with applicable environmental and health regulations.	This safeguards public health and ensures compliance with biomedical waste management protocols.

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

Orient Electric Ltd. has established a comprehensive Business Continuity and Disaster Management Plan (BCDMP) to ensure safety, preparedness, and operational resilience. The plan addresses a wide range of emergencies, outlining roles and responsibilities to protect all stakeholders. Key features include designated assembly points, risk zone mapping, pollutant dispersion analysis, and regular training programs. The Company also collaborates with external agencies to strengthen emergency response. The integrated Business Continuity Plan (BCP) offers standardized procedures for minimizing disruptions, identifying potential risks, and ensuring timely recovery. This structured framework reinforces Orient Electric’s commitment to maintaining operations and stakeholder trust during unforeseen events.

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?

As of now, the Company has not initiated any specific climate mitigation or adaptation measures. However, it remains committed to monitoring environmental developments and exploring opportunities for future action in alignment with sustainability objectives.

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

The company conducted a thorough assessment of its value chain partners using a comprehensive survey form and overall 52% of the company’s value chain partners were evaluated across the various sustainability criteria. This form gathered information on key sustainability-related parameters, such as environmental certifications, sustainability audits, responsible sourcing practices, low-emission transportation options, Scope 1 and 2 greenhouse gas emissions, use of renewable energy sources, life cycle assessments, and sustainability reporting.

8. How many Green Credits have been generated or procured?

- a. **By the listed entity** - The entity has not generated any Green Credits during the reporting period, and no projects currently undertaken fall under the eligible criteria for Green Credit generation as per applicable frameworks.
- b. **By the top ten {in terms of value of purchases and sales, respectively} value chain partners** - The entity has not generated any Green Credits during the reporting period, and no projects currently undertaken fall under the eligible criteria for Green Credit generation as per applicable frameworks.

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.

OEL is affiliated with Five (5) trade and industry chambers/ association.

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.	The Indian Fan Manufacturers Association	National
2.	Electric Lamp and Component Manufacturers Association	National
3.	Indian Electric and Electronics Manufacturers Association	National
4.	Electrical Research & Development Association	National
5.	Consumer Electronics and Appliances Manufacturers Association	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective action taken
Not applicable, as no corrective action was taken as no adverse orders were issued by any regulatory authorities during the financial year 2024-25.		

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
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The Company collaborates with industry associations to support the advancement of the industry and promote public welfare. Through these engagements, the Company seeks to influence industry standards, share best practices, and contribute to policy development that benefits both the business and society at large. To ensure integrity and professionalism in all interactions with these associations and industry bodies, the Company has established a comprehensive Code of Conduct Policy along with a Code of Ethical Standards and Behavioural Conduct. These frameworks are designed to uphold the highest standards of ethical business practices, transparency, and accountability. They guide employees and stakeholders in maintaining ethical relationships, fostering trust, and demonstrating responsible corporate citizenship in all professional engagements.

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.

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Not applicable, as there are no projects subject to Social Impact Assessment.

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)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not applicable

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

The community is an active participant in the growth of any business and hence it is essential that their grievances are redressed at the earliest. The members of the community can voice their questions and concerns through various communication channels provided by the Company. The Company actively engages with the community, fostering strong relationships and working collaboratively to support their development through a range of Corporate Social Responsibility (CSR) initiatives. To ensure prompt and transparent resolution of any issues, the Company continuously monitors the progress of its CSR programs, maintaining an open line of communication to address concerns effectively and enhance the positive outcomes of its community engagements.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:²⁶

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	48.40	50.13
Directly from within India	97.65	96.57

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 cost²⁷

Location	FY 2024-25	FY 2023-24
Rural	0.00	0.00
Semi- urban	0.00	0.00
Urban	49.03	48.86
Metropolitan	50.97	51.14

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):

Details 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 ₹)
Not applicable			

²⁶The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁷The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

No, the company does not have a preferential procurement policy in place.

b. From which marginalized /vulnerable groups do you procure?

Not applicable

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

Not applicable

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

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

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

Name of authority	Brief of the case	Corrective Action taken
		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.	Ujjwal - Electrician Upskilling	6000	60-70% (economically weaker informal workers)
2.	Gift A Toilet - Sanitation Support for Girls	500+	100% (rural school-going girls)
3.	Cancer Care Centre (Rukmani Birla Hospital)	-	High - focus on underprivileged patients
4.	Cooling Solutions in Animal Shelters	NA (animal welfare)	NA (non-human beneficiaries)

PRINCIPLE 9:

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

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

The company has established adequate processes to receive and respond to the consumer complaints and feedback as described below-

Helpline: A dedicated helpline, 1800 103 7574, is available across various platforms, including our website, allowing customers to voice their concerns and inquiries. Our Service team is required to manage these calls and provides appropriate and satisfactorily responses in a timely manner.

Email: Customers can contact us via email at Customer.connect@orientelectric.com, utilizing our non-voice communication channels.

Website: Our website lists all available contact methods, including an online form that facilitates direct communication with our customer service team.

Chat: We offer live chat support through WhatsApp at 88263 13838, enabling customers to interact directly with our customer service representatives.

Feedback Calls/Surveys: To assess customer satisfaction and ensure issues are resolved as expected, our customer service representatives conduct feedback calls and surveys.

Escalation Procedures: If a customer's concern remains unresolved, we have established escalation protocols that involve directing the complaint to higher management or specialized staff trained to handle such cases.

All complaints are routed through our contact centre operations team provider, I-energiser, which is currently responsible for handling them.

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	75.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil	Nil	None	Nil	Nil	None
Advertising	Nil	Nil	None	6	Nil	Complaints received from ASCI were promptly resolved.
Cyber-security	Nil	Nil	None	Nil	Nil	None
Delivery of essential services	Nil	Nil	None	Nil	Nil	None
Restrictive Trade Practices	Nil	Nil	None	Nil	Nil	None
Unfair Trade Practices	Nil	Nil	None	Nil	Nil	None
Other	21,71,847	6,107	The customer grievances are promptly resolved	18,62,855	6,865	Grievances and suggestions received across channels

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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 has established a comprehensive Privacy Policy publicly accessible on the Company's website at <https://orientelectric.com/pages/privacy-policy>. The Privacy Policy aims to safeguard against cyber risks and address privacy concerns. This policy outlines the methods by which the Company collects, utilizes, shares, and protects personal information. To further enhance security, the Company has deployed advanced IT systems and firewalls designed to protect against potential cybersecurity threats effectively.

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.

No corrective action was taken or is 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, as no complaints reported for the same are filed during the reporting period.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches:** Nil
- Percentage of data breaches involving personally identifiable information of customers:²⁸**
Nil
- Impact, if any, of the data breaches:**
Not Applicable

²⁸The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

The Company utilizes multiple platforms, including its website, social media channels, and media advertisements, to disseminate information about its products.

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

Since the consumers are the end users of the products produced, it is absolutely essential that they are educated and well-informed about the safe and responsible use of products and services. Further is essential for ensuring customer satisfaction and adhering to safety regulations. The Company has implemented the following key measures to achieve this:

- a. User Manuals and Guides: Each product is provided with a comprehensive user manual or guide, detailing safe and responsible usage practices, including instructions for assembly, maintenance, and troubleshooting.
- b. Clear Labelling and Packaging: The Company displays safety instructions clearly in the product packaging and addresses any potential safety concerns.
- c. Customer Service Support: Dedicated customer service representatives, trained in product usage and product safety, are available to assist customers with inquiries about product usage or safety concerns. Further support can be accessed via phone, email, live chat, or social media platforms.
- d. Regulatory Compliance: The Company strictly complies with all relevant product safety and labelling regulations. This ensures that consumers

receive accurate and reliable information regarding the proper and safe use of products.

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

The company has established a mechanism is in place to inform consumers via IVR and WhatsApp messaging platforms regarding any risk of disruption/discontinuation of essential services, it is important to note that there has been no instance for the use of the system, since the activation of the system.

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)

All essential product information is provided on the product in compliance with relevant regulatory requirements as mandated by law. The Company clearly outlines the specific features and benefits of its products on packaging, along with mandatory details as per applicable laws, including the Bureau of Indian Standards Act, 2016 and its Rules, the Legal Metrology Act of 2009, the Goods and Services Tax Act of 2017, the Companies Act of 2013, and other pertinent regulations.

Additionally, the Company's website, www.orientelectric.com, and marketing materials highlight key product attributes and advantages. The Company is committed to ethical production and consumption practices.

To ensure continuous improvement, customer satisfaction surveys are conducted regularly throughout the year, using appropriately sized sample groups to gather meaningful insights.

APPENDIX: ABBREVIATIONS

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	GRI: Global Reporting Initiative
4.	SEBI: Securities and Exchange Board of India
5.	BRSR: Business Responsibility & Sustainability Reporting
6.	IFRS S1: International Financial Reporting Standard S1

ANNEXURE I - Global Best Practices & ESG Journey of the Organization

Alignment of BRSR Sections A & B¹

Section A of BRSR : General Disclosures Alignment with GRI	
1.	No direct linkage
2.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
3.	No direct linkage
4.	No direct linkage
5.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
6.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
7.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
8.	No direct linkage
9.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
10.	No direct linkage
11.	No direct linkage
12.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
13.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
14.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
15.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
16.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
17.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
18.	GRI 2: General Disclosures 2021 GRI 2-7: Employees GRI 2-8 Workers who are not employees

¹https://www.globalreporting.org/media/foqnxmtx/sebi_brsb_gri_linkage_doc.pdf

Section A of BRSR : General Disclosures Alignment with GRI

19.	GRI 405: Diversity and Equal Opportunity 2016 GRI 405-1 Diversity of governance bodies and employees
20.	GRI 401: Employment 2016 GRI 401-1: New employee hires and employee turnover
21.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization’s sustainability reporting
22.	GRI 201: Economic Performance 2016 GRI 201-1: Direct economic value generated and distributed
23.	GRI 2: General Disclosures 2021 GRI 2-25: Processes to remediate negative impacts
24.	GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-2: List of material topics GRI 3-3: Management of material topics a. describe

Section B: Management and Process disclosures


1.	GRI 2: General Disclosures 2021 GRI 2-23: Policy commitments
2.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
3.	GRI 2: General Disclosures 2021 (e) 2-24: Embedding policy commitments
4.	No direct linkage
5.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
6.	GRI 3: Material Topics 2021 GRI 3-3 Management of material topics
7.	GRI 2: General Disclosures 2021 GRI 2-22: Statement on sustainable development strategy
8.	GRI 2: General Disclosures 2021 GRI 2-13: Delegation of responsibility for managing impacts
9.	GRI 2: General Disclosures GRI 2-9: Governance structure and composition
10.	No direct linkage
11.	GRI 2: General Disclosures 2021 GRI 2-5: External assurance
12.	No direct linkage

Alignment of BRSR Section C²



BRSR	GRI	SDG
<p>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable-</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021 -</p> <p>GRI 2-17: Collective knowledge of the highest governance body</p> <p>GRI 2-23: Policy commitments</p> <p>GRI 2-25: Processes to remediate negative impacts</p> <p>GRI 2-27: Compliance with laws and regulations</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-3 - Management of material topics</p> <p>GRI 205 - Anti-corruption</p> <p>GRI 205-3: Confirmed incidents of corruption and actions taken</p>	 
<p>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable-</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 2-10: Nomination and selection of the highest governance body</p> <p>GRI 2-15: Conflicts of interest</p> <p>GRI 2-24: Embedding policy commitments</p>	
<p>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 301: Materials 2016</p> <p>GRI 301-2: Recycled input materials used</p> <p>GRI 3: Management of Material Topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 306-2 Management of significant waste-related impacts</p>	    
<p>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 3: Disclosures on material topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 301: Materials 2016</p> <p>GRI 301-2: Recycled input materials used</p> <p>GRI 301-3: Reclaimed products and their packaging materials</p> <p>GRI 306-2: Management of significant waste-related impacts</p>	
<p>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 201: Economic Performance 2016</p> <p>GRI 201-1: Defined benefit plan obligations and other retirement plans</p> <p>GRI 2-25: Processes to remediate negative impacts</p> <p>GRI 2: General Disclosure 2021</p> <p>GRI 2-30: Collective bargaining agreements</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 401: Employment 2016</p> <p>GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees</p> <p>GRI 401-3: Parental leave</p> <p>GRI 403: Occupational Health and Safety 2018</p>	     

²https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf

BRSR	GRI	SDG
	<p>GRI 403-1: Occupational health and safety management system</p> <p>GRI 403-2: Hazard identification, risk assessment, and incident investigation</p> <p>GRI 403-5: Worker training on occupational health and safety</p> <p>GRI 403-6: Promotion of worker health</p> <p>GRI 403-9: Work-related injuries</p> <p>GRI 403-10: Work-related ill health</p> <p>GRI 404: Training and Education 2016</p> <p>GRI 404-1: Average hours of training per year per employee</p> <p>GRI 404-2: Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 404-3: Percentage of employees receiving regular performance and career development reviews</p>	
<p>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 404: Training and Education 2016</p> <p>GRI 404-2: Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-3: Management of material topics</p> <p>GRI 414: Supplier Social Assessment 2016</p> <p>GRI 414-2: Negative social impacts in the supply chain and actions taken</p>	
<p>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-29: Approach to stakeholder engagement</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-1: Process to determine material topics</p>	
<p>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-12: Role of the highest governance body in overseeing the management of impacts</p> <p>GRI 2-13: Delegation of responsibility for managing impacts</p> <p>GRI 3: Disclosures on material topics</p> <p>GRI 3-1: Process to determine material topics</p> <p>GRI 2: General Disclosures 2021</p> <p>GRI 2-29: Approach to stakeholder engagement</p>	
<p>Principle 5 - Businesses should respect and promote human rights -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-13: Delegation of responsibility for managing impacts</p> <p>GRI 2-19 Remuneration policies a. describe the remuneration policies for members of the highest governance body and senior executives</p> <p>GRI 2-21 Annual total compensation ratio</p> <p>GRI 2-23 Policy commitments</p> <p>GRI 2-24: Embedding policy commitments</p> <p>GRI 2-25: Processes to remediate negative impacts</p>	

BRSR	GRI	SDG
	<p>GRI 3: Disclosures on material topics GRI 3-3 Management of material topics GRI 202: Market Presence 2016 GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage GRI 205: Anti-Corruption 2016 GRI 205-2 Communication and training about anti-corruption policies and procedures GRI 403: Occupational Health and Safety 2018 GRI 403-5 Worker training on occupational health and safety GRI 404: Training and Education 2016 GRI 404-1 Average hours of training per year per employee GRI 405: Diversity and Equal Opportunity 2016 GRI 405-2 Ratio of basic salary and remuneration of women to men GRI 406: Non-discrimination 2016 GRI 406-1 Incidents of discrimination and corrective actions taken GRI 410: Security Practices 2016 GRI 410-1 Security personnel trained in human rights policies or procedures</p>	
<p>Principle 5 - Businesses should respect and promote human rights - LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-3: Management of material topics GRI 414: Supplier Social Assessment 2016 GRI 414-1 New suppliers that were screened using social criteria GRI 414-2 Negative social impacts in the supply chain and actions taken</p>	
<p>Principle 6 - Businesses should respect and make efforts to protect and restore the environment - ESSENTIAL INDICATORS</p>	<p>GRI 302: Energy 2016 GRI 302-1 Energy consumption within the organization GRI 302-3: Energy intensity GRI 303: Water and Effluents 2018 GRI 303-1: Interactions with water as a shared resource GRI 303-3: Water withdrawal GRI 303-5: Water consumption GRI 304: Biodiversity 2016 GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 305: Emissions 2016 GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2: Energy indirect (Scope 2) GHG emissions.</p>	 <p>The SDG icons shown are: 3 Good Health and Well-being, 6 Clean Water and Sanitation, 7 Affordable and Clean Energy, 12 Responsible Consumption and Production, 13 Climate Action, 14 Life Below Water, and 15 Life on Land.</p>

BRSR	GRI	SDG
	GRI 305-4: GHG emissions intensity GRI 305-5: Reduction of GHG emissions GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions GRI 306: Waste 2020 GRI 306-2 Management of significant waste related impacts GRI 306-3 Waste generated GRI 306-5 Waste directed to disposal GRI 2: General Disclosures 2021 GRI 2-27 Compliance with laws and regulations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities GRI 413-1 Operations with local community engagement, impact assessments, and development programs	
<p>Principle 6 - Businesses should respect and make efforts to protect and restore the environment -</p> <p>LEADERSHIP INDICATORS</p>	GRI 302: Energy 2016 GRI 302-1: Energy consumption within the organization GRI 303: Water and Effluents 2018 GRI 303-3 Water withdrawal GRI 303-4 Water discharge GRI 304: Biodiversity 2016 GRI 304-2 Significant impacts of activities, products and services on biodiversity GRI 304-3 Habitats protected or restored GRI 305: Emissions 2016 GRI 305-3 Other indirect (Scope 3) GHG emissions GRI 305-4 GHG emissions intensity GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria	
<p>Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent -</p> <p>ESSENTIAL INDICATORS</p>	GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 3: Material Topics 2021, GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour	
<p>Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent -</p> <p>LEADERSHIP INDICATORS</p>	GRI 2: General Disclosures 2021 GRI 2-28 Membership associations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour GRI 415: Public Policy 2016	

BRSR	GRI	SDG
<p>Principle 8 - Businesses should promote inclusive growth and equitable development - ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages local communities GRI 204: Procurement Practices 2016 GRI 204-1 Proportion of spending on local suppliers GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs</p>	
<p>Principle 8 - Businesses should promote inclusive growth and equitable development - LEADERSHIP INDICATORS</p>	<p>GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs</p>	
<p>Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner - ESSENTIAL INDICATORS</p>	<p>GRI 417: Marketing and Labeling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics</p>	
<p>Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner - LEADERSHIP INDICATORS</p>	<p>GRI 417: Marketing and Labeling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics</p>	

Note:

- (i) All SDG mapping done against respective principles are based on an indicative SDG mapping matrix provided in National Guidelines on Responsible Business Conduct by MCA, Gov.
- (ii) All the mentions of the GRI™, IFRS S2 & UNSDG™ is the intellectual property of respective organisation and copyright of all the Logos & SDG Wheel used belong to respective organisations/ institutions.

SDGs Mapped Under Principle 1³



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:

- Provisions on ethics, bribery and corruption embedded in the Code of Ethics and Whistle Blower Policies. The Company has also devised Prevention of Sexual Harassment at Workplace Policy (“POSH Policy”).
- Robust Policies on equality, discrimination, human rights and good governance.



SDG 17: PARTNERSHIPS FOR THE GOALS:

- Environmental Sustainability - Tree Plantation Drive with implementing agency to promote ecosystem restoration.
- The Company is a member of following trade / business associations: The Indian Fan Manufacturers Associations; Electric Lamp and Component Manufacturers Association of India; Indian Electrical and Electronics Manufacturers' Association, Electrical Research and Development Association and Consumer Electronics and Appliances Manufacturers Association.

SDGs Mapped Under Principle 2⁴



SDG 6: CLEAN WATER AND SANITATION:

- Digital Telemetry, latest measurement device, installed Tube Well for Ground Water Extraction.
- Piezometer installed in factory to monitor ground water level daily.
- The Company has installed rainwater harvesting system at its Faridabad factory. This water harvesting system conserves equivalent of 45 rainy days' worth of water in a single year.
- The Company uses piezometer and digital telemetry to monitor ground water levels.



SDG 7: AFFORDABLE AND CLEAN ENERGY:

- E-wings for all digital projects adopted by the Company to enhance transparency and governance.
- Conscious effort driven by the management to integrate energy efficient resources, thus contributing to effectively address climate factor.



SDG 8: DECENT WORK AND ECONOMIC GROWTH:

- Compliance Tool implemented for monitoring all compliances.
- Litigation Management Tool introduced for effective monitoring control and transparency.
- A satisfactory restitution is monitored to collect complaints and provide the best customer service experiences.
- Medical facility always available at workplace.
- Regular trainings being conducted on sales, product and DE&I.
- Employee connect session being held at regular intervals.
- Received the 'GREAT PLACE TO WORK' certification, Sixth time in a row.
- “Potential Assessment of Sales Executives”, identifies Hi-Potential talent and helping the front-line sales force to start selling value to the customer.
- 12 months development program to identify high potential/ high performing senior managers.



SDG 10: REDUCED INEQUALITIES:

- Non-discrimination policy in place.
- Hiring of differently abled with adequate infrastructure provided.
- All suppliers treated equally including MSMEs.
- Entry ramp, Lift, PWD Toilet and wheel chair provided for differently abled.

³The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf

⁴The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:

- Orient Electric launched its 5-star rated BLDC Pro fans which consume up to 50% less energy than ordinary fans thus providing significant savings on electricity bills for consumers without compromising on air delivery.
- Corrugated (Biodegradable) Packaging for Dry Iron is being used.
- Canteen Waste is sent to Compost machine.
- Received ISO 14001:2015 certification and audit for ISO 50001 has been concluded and signed certificate is in process of issuance.
- Replaced hazardous Chromium and Phosphating for metal surface treatment process with the Nano (Ceramic coating).
- Innovative techniques & sustainable processes in Production- VEDs in electrical devices, non- solder type B22 aluminum caps in LED lamps, BLDC Pro motor.

SDG 13: CLIMATE ACTION:

- Biodegradable packaging material used for several products.
- Usage of Corrugated (Biodegradable) Packaging for Dry Iron.
- Usage of Pulp (Biodegradable) Packaging Water Heater.

SDG 14: LIFE BELOW WATER:

- Adoption of scientific effluent treatment and correct method of discharging waste.

SDG 15: LIFE ON LAND:

- Tree plantation initiatives / drive with implementing agency to promote ecosystem restoration.
- Improvements in production process with no negative impact on flora fauna.

SDGs mapped under Principle 3⁵**SDG 3: GOOD HEALTH AND WELL-BEING:**

- Orient Electric has introduced provision for menstrual leaves for its women employees.
- Group Term insurance and Mediclaim Policy taken for employees.
- Health & safety measures & training.
- Ambulance rooms & OHCs in factories.
- Online counselling & emotional support platform for employees.
- Rewards and Recognitions.
- Employee surveys conducted for enhancing well being.
- "Team Get Togethers" are organized.
- Late Night Cab for Women Employees with safety measures taken care of.
- Financial support to family members of deceased employees.
- Support for the education upto graduation level of the children of deceased employees.

SDG 4: QUALITY EDUCATION:

- The Company made significant contribution towards supporting the education and promoting women empowerment.
- The Company made contributions to support children's education in rural Uttarakhand.

SDG 5: GENDER EQUALITY:

- Orient Electric has introduced provision for menstrual leaves for its women employees.
- Policies on equal opportunities & on maternity and paternity benefits.
- Inclusion of woman on Board as well as senior managerial positions (Key roles).
- Women connect awareness programs held for all women employees at Orient Electric Limited .
- Promoting gender diversity.
- The Company has also devised Prevention of Sexual Harassment at Workplace Policy ("POSH Policy").

⁵The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.



SDG 8: DECENT WORK AND ECONOMIC GROWTH:

- Please refer to SDG 8 - that is mentioned above in Principle 2.



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:

- Innovative products introduced with 5 Star BEE rating, consuming 10% lower energy.
- Several innovative more energy efficient Fans introduced including BLDC Pro fans.
- 100 % recyclable paper cups being used for tea/coffee.



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:

- Please refer to SDG 16 - that is mentioned above in Principle 1.

SDGs Mapped Under Principle 4⁶



SDG 5: GENDER EQUALITY:

- Please refer to SDG 5 - that is mentioned above in Principle 3.



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:

- Please refer to SDG 9 - that is mentioned above in Principle 3.



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:

- Please refer to SDG 11 - that is mentioned above in Principle 3.



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:

- Please refer to SDG 16- that is mentioned above in Principle 1.

SDGs Mapped Under Principle 5⁷



SDG 5: GENDER EQUALITY:

- Please refer to SDG 5 - that is mentioned above in Principle 3.



SDG 8: DECENT WORK AND ECONOMIC GROWTH:

- Please refer to SDG 8 - that is mentioned above in Principle 2.



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTION:

- Please refer to SDG 16- That is mentioned above in Principle 1.

SDGs Mapped Under Principle 6⁸



SDG 3: GOOD HEALTH AND WELL-BEING:

- Please refer to SDG 3 (Point 8) - that is mentioned above in Principle 3.
- ISO 45001 certified plant.



SDG 6: CLEAN WATER AND SANITATION:

- Please refer to SDG 6 - that is mentioned above in Principle 2.

⁶The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

⁷The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

⁸The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

**SDG 7: AFFORDABLE AND CLEAN ENERGY:**

- Please refer to SDG 7 - that is mentioned above in Principle 2.

**SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:**

- Please refer to SDG 12 - that is mentioned above in Principle 2.

**SDG 13: CLIMATE ACTION:**

- Please refer to SDG 3- that is mentioned above in Principle 2.

**SDG 14: LIFE BELOW WATER:**

- Please refer to SDG 14 - that is mentioned above in Principle 2.

**SDG 15: LIFE ON LAND:**

- Please refer to SDG 15 - that is mentioned above in Principle 2.

SDGs Mapped Under Principle 7⁹**SDG 2: ZERO HUNGER:**

- Please refer to SDG 2- that is mentioned above in Principle 2.

**SDG 7: AFFORDABLE AND CLEAN ENERGY:**

- Please refer to SDG 7 - that is mentioned above in Principle 2.

**SDG 10: REDUCED INEQUALITIES:**

- Please refer to SDG 10 - that is mentioned above in Principle 2.

**SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:**

- Please refer to SDG 11 - that is mentioned above in Principle 3.

**SDG 13: CLIMATE ACTION:**

- Please refer to SDG 3- that is mentioned above in Principle 2.

**SDG 14: LIFE BELOW WATER:**

- Please refer to SDG 14 - that is mentioned above in Principle 2.

**SDG 15: LIFE ON LAND:**

- Please refer to SDG 15 - that is mentioned above in Principle 2.

**SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS**

- Please refer to SDG 16 - that is mentioned above in Principle 1.

**SDG 17: PARTNERSHIPS FOR THE GOALS:**

- Please refer to SDG 17 - that is mentioned above in Principle 1.

⁹The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

SDGs Mapped Under Principle 8¹⁰



SDG 2: ZERO HUNGER:

- Please refer to SDG 2- that is mentioned above in Principle 2.



SDG 4: QUALITY EDUCATION:

- Please refer to SDG 4 - that is mentioned above in Principle 3.



SDG 5: GENDER EQUALITY:

- Please refer to SDG 5 - that is mentioned above in Principle 3.



SDG 6: CLEAN WATER AND SANITATION:

- Please refer to SDG 6 - that is mentioned above in Principle 2.



SDG 8: DECENT WORK AND ECONOMIC GROWTH:

- Please refer to SDG 8 - that is mentioned above in Principle 5.



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:

- Please refer to SDG 9 - that is mentioned above in Principle 3.



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:

- Please refer to SDG 11 - that is mentioned above in Principle 4.



SDG 13: CLIMATE ACTION:

- Please refer to SDG 3- that is mentioned above in Principle 2.



SDG 14: LIFE BELOW WATER:

- Please refer to SDG 14 - that is mentioned above in Principle 2



SDG 15: LIFE ON LAND:

- Please refer to SDG 15 - that is mentioned above in Principle 2.



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:

- Please refer to SDG 16 - that is mentioned above in Principle 1



SDG 17: PARTNERSHIPS FOR THE GOALS:

- Please refer to SDG 16 - that is mentioned above in Principle

SDGs Mapped Under Principle 9¹¹



SDG 2: ZERO HUNGER:

- Please refer to SDG 2- that is mentioned above in Principle 2.



SDG 4: QUALITY EDUCATION:

- Please refer to SDG 4 - that is mentioned above in Principle 3.

¹⁰The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

¹¹The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

**SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:**

- Please refer to SDG 12 - that is mentioned above in Principle 2.

**SDG 14: LIFE BELOW WATER:**

- Please refer to SDG 14 - that is mentioned above in Principle 2.

**SDG 15: LIFE ON LAND:**

- Please refer to SDG 15 - that is mentioned above in Principle 2.

UNSDGs in brief:¹²

Goal	Goal statement
Goal 1 : No Poverty	End poverty in all its forms everywhere
Goal 2 : Zero Hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
Goal 3 : Good Health & Well Being	Ensure healthy lives and promote well-being for all at all ages
Goal 4 : Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
Goal 5 : Gender Equality	Achieve gender equality and empower all women and girls
Goal 6 : Clean Water & Sanitation	Ensure availability and sustainable management of water and sanitation for all
Goal 7 : Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8 : Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9 : Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10 : Reduced Inequality	Reduce inequality within and among countries
Goal 11 : Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12 : Responsible Consumption & Production	Ensure sustainable consumption and production patterns
Goal 13 : Climate Action	Take urgent action to combat climate change and its impacts
Goal 14 : Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15 : Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16 : Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17 : Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development

¹²<https://sdgs.un.org/goals>