PIX Transmissions Limited
J-7, M.I.D.C, Hingna Road, Nagpur - 440 016
Maharashtra. India
Tel.: +91-(0)-7104-669000
Fax: +91-(0)-7104-669007/8
E-mail: info@pixtrans.com
Website: www.pixtrans.com

Date : 30/06/2023

To
The Corporate Relationship Department,
BSE Limited, Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400001.

To
The Manager, Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza , 5th Floor , Plot No C/1
G Block ,Bandra Kurla Complex, Bandra (E)
Mumbai 400051

Scrip code : 500333

NSE SYMBOL : PIXTRANS , SERIES : EQ

Sub : Business Responsibility and Sustainability Report for the Financial Year ended 31st March 2023

Dear Sir

Pursuant to regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for the Financial Year ended 31st March, 2023 .

The Business Responsibility and Sustainability Report also forms the part of Annual Report for the Financial Year 2022-23 , submitted to exchanges on 28th June 2023.

Thanking You

Yours faithfully,
For PIX TRANSMISSIONS LTD

SHYBU K VARGHESE

Digitally signed by SHYBU K VARGHESE
DN: c=IN, o=Personal, postalCode=440034, st=Maharashtra, 2.5.4.20=6cf9d5588852f629d5a13b51e1aca17cc183546f96ca5fa064ad7fc6f2058591, pseudonym=072A614FAD66E959053AADC7A0E992510663B776, serialNumber=6E79932747A170F936229F8639B848F132C9393939D70223D560A155ABD541EA, cn=SHYBU K VARGHESE
Date: 2023.06.30 17:01:41 +05'30'

SHYBU VARGHESE
Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT
SECTION A: GENERAL DISCLOSURES

Details of listed entity	
1. Corporate Identity Number (CIN) of the Company	L25192MH1981PLC024837
2. Name of the Company	PIX TRANSMISSIONS LIMITED
3. Year of incorporation	1981
4. Registered office address	J-7, M.I.D.C., Hingna Road, Nagpur-440 016
5. Corporate address	One BKC, B Wing, 12th Floor, Unit No.1208, Bandra-Kurla Complex, Bandra (East), Mumbai-400 051
6. E-mail id	info@pixtrans.com
7. Telephone	022-6138 3000 – Corporate Office
8. Website	www.pixtrans.com
9. Financial year reported	2022-2023
10. Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited(NSE)
11. Paid-up Capital	Rs. 13,62,41,000/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shybu Varghese shybu.varghese@pixtrans.com 9764065355
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of turnover of the Company
Manufacturing of V-Belts	Manufacturing of power transmission belts	98%
Trading	Trading of power ware products	2%

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Product/Service	NIC Code	% of total Turnover contributed
Power Transmissions Belts	40103999	98%
Pulleys	84835010	1.25%
Couplings	84836010	0.50%
Bushes	73269099	0.25%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	4	4

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	PAN INDIA
International (No. of Countries)	102

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

The Company's exports contribute more than 50% to its total turnover.

c. Types of customers

The company operates as a B2B business, offering its products to customers across a wide range of sectors, including industrial, agricultural, automotive, and more. It serves both domestic and international markets, ensuring the availability of its products to consumers worldwide.

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2023:

a. Employees and workers (including differently abled):

EMPLOYEES

Particulars	Total	Male		Female	
		No.(B)	% (B/A)	No.(c)	% (C/A)
Permanent (D)	265	246	92.83%	19	7.17%
Other than Permanent (E)	4	4	100%	0	0%
Total employees (D+E)	269	250	92.94%	19	7.06%

WORKERS

Particulars	Total	Male		Female	
		No.(B)	% (B/A)	No.(c)	% (C/A)
Permanent (F)	732	732	100%	0	0%
Other than Permanent (G)	419	418	99.76%	1	0.24%
Total workers (F+G)	1151	1150	99.91%	1	0.09%

b. Differently abled Employees and workers:
DIFFERENTLY ABLED EMPLOYEES

Particulars	Total	Male		Female	
		No.(B)	% (B/A)	No.(c)	% (C/A)
Permanent (D)	0	0	0%	0	0%
Other than Permanent (E)	0	0	0%	0	0%
Total differently abled employees (D+E)	0	0	0%	0	0%

DIFFERENTLY ABLED WORKERS

Particulars	Total	Male		Female	
		No.(B)	% (B/A)	No.(c)	% (C/A)
Permanent (F)	7	7	100%	0	0%
Other than Permanent (G)	0	0	0%	0	0%
Total differently abled workers (F+G)	7	7	100%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	14	2	14.29
Key Management Personnel	37	1	2.70

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.00%	0.38%	9.38%	8.50%	1.61%	10.11%	10.00%	0.91%	10.91%
Permanent Workers	8.00%	0	7.50%	2.00%	0	1.60%	1.90%	0	1.90%

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

21. Name of holding/subsidiary/associate companies/joint ventures

Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
PIX Middle East FZC, UAE	Subsidiary	100%	No
PIX Transmissions (Europe) Limited, UK	Subsidiary	100%	No

VI. CSR Details

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

Yes

(ii) Turnover (in Rs.)

₹450 Crore

(iii) Net worth (in Rs.)

₹384 Crore

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal	FY2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	No	Nil					
Investors (other than shareholders)	No	Nil					
Shareholders	Yes. The Company has formulated the Investor Grievance Redressal Policy to address the grievances of shareholders. The web link of this policy is as under : . https://www.pixtrans.com/investors/policies.php	28	0	-	29	1	-
Employees and workers	Yes. The company's policy on Human Rights & Code of Conduct addresses the grievances of Employees and	53	0	-	44	0	-

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal	FY2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
	worker. The weblink of these policies are as under : https://www.pixtrans.com/investors/policies.php						
Customers	Yes, Company's policy on QMS and Warranty Management System address this issue. The web link is as under : https://www.pixtrans.com/investors/policies.php	35	0	-	21	0	-
Value Chain Partners	No	Nil					
Other (please specify	No	Nil					

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

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)
The Company is in the process of identifying the material issue , if any.				

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	No	No	No	Yes	No	No	No	Yes	No

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Web link of the policies, if available	The Company's policies can be accessed with the given web link. https://www.pixtrans.com/investors/policies.php								
Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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 the Company and mapped to each principle.	ISO9001 & IATF16949	IS014001 & ROHS/ PROP65	ISO45001	ISO9001	ISO45001	ISO14001	ISO9001	ISO9001	ISO9001
Specific commitments, goals and targets set by the Company with defined timelines, if any.	This is a ongoing process as a company strives towards excellence.								
Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	This is a ongoing process as a company strives towards excellence.								

Governance, leadership and oversight

7. Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Integrity forms the foundation of the company's operations, as it maintains robust ethical policies, implements stringent anti-corruption measures, and establishes rigorous compliance frameworks to ensure responsible business conduct.

The company is fully committed to minimizing its environmental impact and actively contributes to the betterment of society at large. Taking concrete steps, it strives to reduce its ecological footprint and embrace sustainable practices across its operations, aligning with its role as a responsible corporate citizen.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	AMARPAL SETHI CHAIRMAN & MANAGING DIRECTOR DIN: 00129462 E-mail - amarpal.sethi@pixtrans.com
9.Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No

Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	In midst of formulating the process based upon our review									In midst of formulating the process based upon our review								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Annually								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: PRINCPLE 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
	1	General awareness	100%
	3	Principles 2,6,8 and 9	90%
	7	Principles 2,6,8 and 9	92%
	12	Principles 2,6,8 and 9	95%

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:

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

MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/	Amount (In INR) Brief of the Case Has an appeal	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

NON-MONETARY				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Cost details	Name of the regulatory/enforcement agencies/judicial institutions
Not applicable as there were no instances of payment of fines.	

4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company strongly believes in fair and ethical practices and endorses a vigil mechanism policy to ensure the code of conduct in all its business operations.
https://www.pixtrans.com/investors/investorPDF/Policies/PIX-VIGIL%20MECHANISM.pdf

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 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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 conflict of interest.

NIL

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such
-	-	-

Note : Currently the Company does not have the process in place.

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

Yes. At the first meeting of the fiscal year, each director is required to disclose his or her interests in any companies, firms, BOIs, or individuals. Additionally, a register is kept to record and disclose any events or transactions in which directors have an interest. The audit committee reviews these occurrences and transactions quarterly.

Principle 2: Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	NIL	NIL	-
Capex	NIL	NIL	-

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

The Company has adopted sustainable sourcing methods, which are an integral part of their long-term business plan. Prioritising obtaining goods and resources in an environmentally friendly, socially responsible, and commercially feasible manner.

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

75%

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.

The Company adhere to the regulations enforced by the Maharashtra Pollution Control Board, including compliance with Extended Producer Responsibility (EPR) norms for the disposal of plastic waste. Moreover, the Company also ensure that our E-waste is sent to authorized recyclers, and hazardous waste is appropriately disposed of at a Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF).

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.

Yes. As per the regulations, the Company is obligated to comply with the Extended Producer Responsibility (EPR) norms for the disposal of plastic waste. The Company understand the importance of timely disposal and are taking necessary actions to meet the yearly disposal targets set by the Pollution Control Board. Pix recognize the responsibility to minimize the impact of the company's operations on the environment and strive to ensure that the waste disposal practices are in line with the regulations enforced by the authorities.

Leadership Indicators-

1. 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
The company has not conducted LCA for any of its products					

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

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	
	FY2023	FY2022
	-	-

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:

	FY2023			FY2022		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	0	0	0	0	0	19.00
E-waste	0	0	2.86	0	0	0.89
Hazardous waste	0	0	36.89	0	0	51.23
Other waste	0	0	2958.01	0	0	3102.71

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential indicators:

1. a. Details of measures for the wellbeing of employees:

Category	% of employees covered by										
	Total A	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	246	244	99.19	244	99.19%	0	0%	0	0%	0	0%
Female	19	19	100	19	100%	19	100%	0	0%	0	0%
Total	265	263	99.25	263	99.25%	19	7.17%	0	0%	0	0%
Other than Permanent Employees											
Male	4	4	100%	4	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	4	4	100%	4	100%	0	0%	0	0%	0	0%

Category	% of workers covered by										
	Total A	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Workers											
Male	732	720	98.36%	720	98.36%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	732	720	98.36%	720	98.36%	0	0%	0	0%	0	0%
Other than Permanent Workers.											
Male	3	3	100%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	3	3	100%	0	0%	0	0%	0	0%	0	0%

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

Benefits	FY2023			FY2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100 %	100 %	Yes	100 %	100 %	Yes
Gratuity	79 %	100 %	Yes	75 %	100 %	Yes
ESI	1 %	59 %	Yes	4 %	97 %	Yes
Others- please specify	0	0	NA	0	0	NA

3. Accessibility of workplaces

Are the premises / offices of the Company 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 Company in this regard.

The Company's premises and offices are accessible to differently-abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016. The company ensures its facilities, infrastructure, and services are accessible and accommodating to people with disabilities.

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

The code of conduct policy contain provisions that promote equal opportunity, such as prohibiting discrimination based on disability or providing reasonable accommodations for employees with disabilities. By implementing an equal opportunity policy, the entity is creating a workplace culture that values diversity, promotes fairness, and fosters a sense of belonging among all employees.

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

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

Note : No such leave taken during reporting period

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, Grievance redressal mechanism, where workman grievances are registered and are resolved in specific timelines
Other than permanent workers	Yes, Grievance redressal mechanism
Permanent employees	Yes, the Company conduct employee satisfaction survey and where grievances are being tracked and corrective actions are taken against low index attributes.
Other than permanent employees	Yes, HR helpdesk facility is provided, where employees can raise their concerns and HR resolves provides timely resolution of queries

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

Category	FY2023			FY2022		
	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**						
-Male						
-Female						
Total Permanent Workers**						
-Male						
-Female						

***The Company operates in an environment of open communication and mutual respect with our employees. While we do not currently have any recognized unions under the Trade Union Act, it prioritize building positive and collaborative relationships with our staff*

8. Details of training given to employees and workers:

Category	FY2023					FY2022				
	Total A	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number B	% (B/A)	Number C	% (C/A)		Number E	% (E/D)	Number F	% (F/D)
Employees										
Male	246	75	30.49%	75	30.49%	283	115	40.64%	115	40.64%
Female	19	10	52.63%	10	52.63%	16	12	75.00%	12	75.00%
Total	265	85	32.08%	85	32.06%	299	127	42.47%	127	42.47%
Workers										
Male	732	695	94.95%	695	94.95%	750	705	94.00%	705	94.00%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	732	695	94.95%	695	94.95%	750	705	94.00%	705	94.00%

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

Category	FY2023			FY2022		
	Total A	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	246	207	84.15%	280	245	87.50%
Female	19	19	100%	17	17	100%
Total	265	226	85.28%	297	262	88.22%
Workers						
Male	70	70	100%	100	100	100%
Female	0	0	0%	0	0	0%
Total	70	70	100%	100	100	100%

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 entity has implemented an occupational health and safety management system and is certified by ISO 45001:2018.

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

The entity has a process in place for identifying work-related hazards and assessing risks, which is carried out on a routine and non-routine basis. This process includes Hazard Identification and Risk Assessment (HIRA), where all types of control measures are applied according to the hierarchy of control.

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

Yes, the entity has display boards and Standard Operating Procedures (SOPs) available for workers to report work-related hazards and to remove themselves from such risks.

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

Yes. A medical practitioner, specifically a doctor, has been designated to provide regular on-site support to employees at TRP and MIDC locations. The doctor will visit on a daily basis, alternating between the two sites, in order to provide medical assistance to employees in the event of illness. Also, In accordance with

the regulations outlined in the Factory Act of 1948, the health of all employees of the company undergoes an annual check-up on a regular basis.

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

Safety Incident / Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	3	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented measures to ensure a safe and healthy workplace in accordance with the requirements of ISO 45001:2018. These measures encompass the identification of hazards and risks, the implementation of control measures, and the continuous monitoring and review of the health and safety management system's effectiveness.

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

		FY2023			FY2022	
		Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (Safety Audit Done by competent Authorities under Factory Act 1948)
Working Conditions	100% (Dy.Director (Factory Inspector) Visit's on all locations half yearly basis to check the Safety, Health and Welfare of the workers and working conditions in the factory premises)

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.

In the event of safety-related incidents, the entity takes corrective action in accordance with the hierarchy of controls specified in ISO 45001:2018. Additionally, significant risks or concerns arising from assessments of health and safety practices and working conditions are addressed through corrective actions in line with the same hierarchy of controls. The entity takes proactive measures to continuously improve its health and safety practices to ensure a safe and healthy working environment for its employees.

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).

A) Employees – Yes
B) Workers - Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company diligently undertakes consistent follow-up measures to guarantee the punctual payment of all statutory dues. This proactive approach reflects the company's commitment to meeting its legal obligations and maintaining compliance with regulatory requirements.

3. Provide the number of employees / workers having suffered grave consequences due to work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who 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	
	FY2023	FY2022	FY2023	FY2022
Employees	0	0	0	0
Workers	0	0	0	0

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)

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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.

None corrective actions were required to be taken

Principle 4: Business should respect the interests of and be responsive to all its stakeholders

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

The process employed by the company to identify stakeholders is based on the fundamental principles of inclusivity, materiality, and responsiveness. The stakeholder groups are constituted by individuals who are directly or indirectly influenced by the company's operations or possess the potential to affect its value creation.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including][key topics and concerns raised during such engagement
Shareholders	No	E-mail, Website, Newspaper, Stock Exchanges	Annual/need based	Governance,EPS,Grievances,Financial performance
Employees	No	E-mails , website, Notices, surveys	Quarterly/event based	Appraisal/Remuneration/Training
Customers	No	Website, e-mails, social media	Need based	Technical information /complaints & grievances/pricing/ customer meet
Bankers	No	e-mail,website	Quarterly/need based	Financial performance/credit rating
Community	Yes	CSR activities	Need based	Helps in education of Blind children /under privileged children /providing medical facility to under privileged /promoting skill development

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 is currently in the process of consulting with stakeholders and the Board on economic, environmental, and social topics.

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

No

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

The Company actively engages in promoting education among blind children, recognizing the importance of inclusive learning opportunities. Furthermore, the Company extends its support to underprivileged individuals by providing them with access to essential medical facilities. Understanding the significant barriers faced by marginalized communities in accessing healthcare, the Company works diligently to bridge the gap and ensure that medical services are accessible to those in need. In addition, the Company is dedicated to promoting education among underprivileged children.

Principle 5: Business 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	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	265	265	100%	304	304	100%
Other than Permanent	4	4	100%	2	2	100%
Total Employees	269	269	100%	306	306	100%
Workers						
Permanent	732	0	0%	750	0	0%
Other than Permanent	419	0	0%	644	0	0%
Total Workers	1155	0	0%	1394	0	0%

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

Category	FY2023					FY2022				
	Total A	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	Number C	% (C/A)		Number E	% (E/D)	Number F	% (F/D)
Employees										
Permanent	265	0	0%	265	100%	299	0	0%	299	100%
Male	246	0	0%	246	100%	283	0	0%	283	100%
Female	19	0	0%	19	100%	16	0	0%	16	100%
Other than Permanent	4	0	0%	4	100%	3	0	0%	3	100%
Male	4	0	0%	4	100%	3	0	0%	3	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	732	0	0%	732	100%	750	0	0%	750	100%
Male	732	0	0%	732	100%	750	0	0%	750	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	419	0	0%	419	100%	644	0	0%	644	100%
Male	418	0	0%	418	100%	644	0	0%	644	100%
Female	1	0	0%	1	100%	0	0	0%	0	0%

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

	Male		Female	
	Number	Median remuneration /salary / wages of respective category	Number	Median remuneration /salary / wages of respective category
Board of Directors (BoD)	14	1,56,23,004 p.a	2	1,44,30,000 p.a
Key Managerial Personnel (KMP)	32	20,88,000 p.a	1	2,088,000 p.a
Employees other than BoD and KMP	213	6,36,000 p.a	19	6,36,000 p.a
Workers	732	3,24,000 p.a	0	0

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

Yes. To address any human rights impact or issues that may arise from the business, the Company allows its employees and workers to reach out to Mr. Joe Paul, the Director, Mr. Ritesh Solanke, the Senior Manager of HR, or Ms. Shweta Rathod, the Assistant Manager of HR of the company.

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

The company employs internal mechanisms such as a Suggestion Box and Employee Satisfaction Surveys to address grievances pertaining to human rights issues.

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

Category	FY2023			FY2022		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related	0	0	-	0	0	-

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

The company has implemented a Whistle Blower Policy to prevent adverse consequences for complainants in discrimination and harassment cases. This policy incorporates key mechanisms to ensure a fair and confidential process. Complainants are required to submit their Protected Disclosures within 30 days of becoming aware of the issue, emphasizing the importance of timely reporting. To maintain confidentiality, the company instructs complainants to submit their disclosures in a secured envelope or via email, clearly labelling them as "Protected disclosure under Vigil Mechanism / Whistle Blower policy.

Moreover, the Company has established proper channels for submitting disclosures. Complainants are advised to address their concerns to the designated Vigilance Officer. However, in exceptional cases involving complaints against the Vigilance Officer or the Chairman & Managing Director, alternative routes are specified. In such instances, complaints should be directed to the Chairman & Managing Director or the Chairman of the Audit Committee, respectively, ensuring an unbiased review process.

These measures are implemented to create a safe environment for employees to raise concerns, promote transparency, and effectively address discrimination and harassment issues. The company remains committed to upholding the principles of fairness, confidentiality, and accountability in its Whistle Blower Policy.

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

Yes, the Company incorporates human rights requirements into our business agreements and contracts. By doing so, partners and suppliers adhere to ethical standards, respect fundamental rights, and foster a safe and inclusive work environment for all stakeholders involved.

9. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

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

The Company has policies of code of conduct and Sexual harassment under which corrective actions are initiated against the reported incident, if any such incident is reported.

Leadership Indicators

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

None

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

The majority of human rights due diligence in getting covered under code of conduct policy laid out by the Company which is available in the Company's website.

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 premises and offices are accessible to differently-abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment**	-
Discrimination at workplace**	-
Child Labour**	-
Forced Labour/Involuntary Labour**	-
Wages**	-
Others – please specify	-

***The company currently lacks a mechanism to assess the parameters at the suppliers' end. However, the purchase order (PO) includes a code of conduct that explicitly addresses and covers these parameters.*

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

No violation reported

Principle 6: Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY2023	FY2022
Total electricity consumption (A)	1,44,90,700 KWh	1,55,95,200KWh
Total fuel consumption (B)	21700KWh	28916KWh
Energy consumption through other sources (C)	0KWh	0KWh
Total energy consumption (A+B+C)	1,45,12,400KWh	1,56,24,116KWh
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00322396975	0.003748229
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

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 assessment has been done for the year under review.

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

No. The PAT scheme of government is not applicable to the Company.

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

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	64,414	57,766
(iii) Third party water	51,954	50,012
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,16,368**	**1,07,778**
Total volume of water consumption (in kilolitres)	**1,16,368**	**1,07,778**
Water intensity per rupee of turnover (Water consumed / turnover)	0.00002585129494	0.000025856
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No. such assessment has been carried out in the year under review.

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

No, the company has not implemented any mechanism for zero liquid discharge.

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

Parameter	Unit	FY2023	FY2022
NOx	mg/NM3	64.16	25.07
SOx	mg/NM3	59.17	60.44
Particulate matter (PM)	mg/NM3	153.60	170.95
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – please specify	-	Nil	Nil

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

Yes , Horizon Services has carried out the assessment in one of our manufacturing plant.

6. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY2023	FY2022
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	136.21	185.15
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	No such process currently available	No such process currently available
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000002981512225	0.0000000444175
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

No such projects currently available

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

Parameter	FY2023	FY2022
Plastic waste (A)	7.93	7.59
E-waste (B)	2.86	0.89
Bio-medical waste (c)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any. (G)	36.89	51.23
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3005.69	3102.71
Total (A+B + C + D + E + F + G + H)	**3053.37**	**3162.42**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(I) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(I) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2763.51	3162.42
Total	**2763.51**	**3162.42**

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

Yes, the external agency DQS has conducted an independent evaluation of ISO 14001 and 45001 audits. DQS is a global certification body that offers auditing and certification services to businesses. Their audits assess the effectiveness of an organization's Environmental Management System and Occupational Health and Safety Management System, as well as their compliance with the respective standards.

9. Briefly describe the waste management practices adopted in your establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The products supplied by the company comply with the RoHS and REACH regulations, which serve as vital frameworks for regulating the usage of hazardous substances in products and processes. Under the REACH and RoHS guidelines, companies are mandated to register chemicals and provide information about their associated hazards and potential risks. By adhering to these regulations, the Company can effectively reduce the utilization of hazardous chemicals in their products and production procedures, while also ensuring safe waste management practices.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Location of operations/offices	Type 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.
Not applicable		

11. 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
The company has not undertaken any EIA projects					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company has obtained consent to operate from the MPCB (Maharashtra Pollution Control Board) and diligently ensures compliance with all relevant norms.			

Leadership Indicators -

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

Parameter	FY2023	FY2022
From renewable sources		
Total electricity consumption (A)	0KWh	0KWh
Total fuel consumption (B)	0KWh	0KWh
Energy consumption through other sources (C)	0KWh	0KWh
Total energy consumed from renewable sources (A+B+C)	0KWh	0KWh
From non-renewable sources		
Total electricity consumption (D)	1,44,90,700KWh	1,55,95,200KWh
Total fuel consumption (E)	21,700KWh	28,916KWh
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,45,12,400KWh	1,56,24,116KWh

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 such assessment was taken place.

2. Provide the following details related to water discharged:

Parameter	FY2023	FY2022
Water discharge by destination and level of treatment (in kilolitres)		
I) To Surface water	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	2836 KL	3299 KL
*Primary treatment**		
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	2836 KL	3299 KL

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 such assessment was taken place. *Note : The company sent water to the CETP in Butibori after undergoing primary treatment.

3. 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
(ii) Nature of operations
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(I) Surface water	-	-
(ii) Groundwater	61327	44971
(iii) Third party water	51954	50012
(iv) Seawater / desalinated water	NIL	NIL
(v) Others Total volume of water withdrawal (in kilolitres)	NIL	NIL
Total volume of water withdrawal (in kilolitres)	113281	94983
Total volume of water consumption (in kilolitres)	116367	107778
Water intensity per rupee of turnover (Water consumed / turnover)	0.000025851	0.000025856
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	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) Into Groundwater	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) Into Seawater	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	3618KL	3299KL
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	3618KL	3299KL

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 such assessment was conducted.

***Note : The company sent water to the CETP in Butibori after undergoing primary treatment.**

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

Parameter	Unit	FY2023	FY2022
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	No such process currently available	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No, Current assessments are being undertaken through external agency.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the
1	Effulent Treatment Plant	To proper treatment of effluent generated inside the plant premises before sent to CETP	Proper treatment of effluent
2	Sewage Treatment Plant	To proper treatment of domestic waste generated inside the plant premises for proper disposal	Proper treatment of Domestic waste
3	Air pollution Control System	Stacks Provided to control the emission	Reduce the air pollution & Carbon emission
4	Utilization of Biomass briquette Fuel	Biomass briquette Fuel used for Boiler instead of furnace oil	Reduction in consumption of oil

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

The company has an Emergency Preparedness and Response Plan (EPRP) in its possession, encompassing the identification of different emergency scenarios and the corresponding systems implemented to efficiently handle them. To maintain a constant understanding of the disaster management plan, the Company organizes regular training sessions and carries out mock drills. Through these activities, the Company ensures that its workforce remains well-prepared in dealing with emergencies. The EPRP underscores the company's commitment to proactively address potential risks and swiftly respond to any unforeseen circumstances, promoting a safe and secure working environment for all personnel involved.

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

Nil

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

The company has not undertaken any assessment of the environmental impacts caused by its value chain partners.

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.

8

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

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers /associations (State/ National)initiative
1	Federation of Indian Export Organisation	National
2	CAPEXIL	National
3	All India Rubber Industris Association	National
4	Indian Merchant Chambers	National
5	Confederation of Indian Indian Indian Industry	National
6	EU Chamber of Commerce	National
7	Vidarbha Industries Association	State
8	MIDC Industries Association	State

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

Name of the authority	Brief of the case	Corrective action taken
The company has not encountered any such cases.		

Leadership Indicators

1. Details of public policy positions advocated by the Company:

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
Not Applicable					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Not Applicable						

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

No such mechanism is currently available

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

	FY2023	FY 2022
Directly sourced from MSMEs/small producers	Not available	
Sourced directly from within the district and neighbouring districts	Not available	

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 the Company in the designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
The company has not undertaken any CSR projects in the designated aspirational districts as identified by government bodies.			

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

No

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

Not applicable

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

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Patent filed for rubber composition	under progress	under progress	under progress

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 marginalised groups
1	Promoting Education among blind children	108	100%
2	Providing Medical facility to under-privileged	3923	100%
3	Promoting Education among under-privileged children	114	100%
4	Promoting skill development	110	0%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

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

The company has implemented a well-documented procedure, Q.PR.QSM.004, to handle the logging and resolution of customer complaints. The company is committed to responding to each issue within a period of seven days and undertaking the necessary corrective measures.

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	No data available
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY2023		Remarks	FY2022		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	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other (product related)	35	Nil	Technical complaint	21	Nil	Technical complaint

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

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

5. Does the Company 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 dedicated privacy policy to effectively address data privacy and cyber security concerns of its customers. The policy can be found at https://www.pixtrans.com/policy.php.

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.

The company has not received any reports of breaches concerning the data privacy of its customers in both the current and previous financial years. Regular internal data security reviews are conducted to proactively mitigate risks. The company's Security framework includes sufficient controls to effectively address the existing risks and vulnerabilities.

Leadership Indicators

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

The products offered by the company can be accessed by hovering over the products section on the home page of the company's website.

Links for different products –

V-belts : https://www.pixtrans.com/products/v-belts.php

Ribbed/poly v-belts: https://www.pixtrans.com/products/ribbed-poly-v-belts.php

Timing / Synchronous Belts: https://www.pixtrans.com/products/timing-synchronous-belts.php

Banded Belts: https://www.pixtrans.com/products/banded-v-belts.php

Rubber Belts: https://www.pixtrans.com/products/special-construction-belts.php

Automotive Belts: https://www.pixtrans.com/products/automotive-belts/automotive-belts.php

Industrial Belts: https://www.pixtrans.com/products/industrial-belts/industrial-belts.php

Agricultural Belts: https://www.pixtrans.com/products/agricultural-belts/agricultural-belts.php

Lawn and Garden Belts: https://www.pixtrans.com/products/lawnmower-belts/lawnmower-belts.php

PIX-PowerWare® Products: https://www.pixtrans.com/products/pix-powerware.php

Accessories: https://www.pixtrans.com/products/accessories.php

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

The company conducts product awareness training for customers either through video calls or by visiting the customers' location. In addition, preventive videos and literature are uploaded on the company's website.

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

A system has been implemented to ensure that any interruptions or discontinuation of product supply will be promptly communicated to customers at least six months in advance. Furthermore, any alterations made to the material will undergo the formal approval process of ECN/PCN, and the customers will be informed accordingly.

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 whole? (Yes/ No)

No

5. Provide the following information relating to data breaches:
a. Number of instances of data breaches, along with impact
Nil

b. Percentage of data breaches involving personally identifiable information of customers
Nil