

August 04, 2025

Corporate Relationship Department  
**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400 001

**Script Code: 522281**

**National Stock Exchange of India Limited**

Exchange Plaza, Plot No. C-1,  
Block G, Bandra – Kurla Complex,  
Bandra (East), Mumbai – 400 051

**Symbol: RAMRAT**

**Sub.: Business Responsibility and Sustainability Report for FY 2024-25 pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”)**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Listing Regulations, as amended from time to time, please find enclosed herewith Business Responsibility and Sustainability Report (“BRSR”) for FY 2024-25 voluntarily disclosed by the Company. The said BRSR forms an integral part of the Annual Report for FY 2024-25.

The BRSR for FY 2024-25 is also available on the website of the Company at <https://www.rrshramik.com/investor/annual-reports/>

You are requested to take the same on records.

Thanking you,

Yours faithfully,

For **Ram Ratna Wires Limited,**

**Saurabh Gupta**  
**AGM - Company Secretary**  
**M. No. F13652**

**Encl.:** as above

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A- GENERAL DISCLOSURES

### I. Details of the Listed Entity

Sr. No.	Description	Details
1	Corporate Identity Number (CIN) of the Listed Entity:	L31300MH1992PLC067802
2	Name of the Listed Entity:	RAM RATNA WIRES LIMITED
3	Year of Incorporation:	1992
4	Registered office address:	Ram Ratna House, Victoria Mill Compound (Utopia City), Pandurang Budhkar Marg, Worli, Mumbai – 400 013, Maharashtra, India.
5	Corporate office address:	Alembic Business Park (W), Ground Floor, Bhailal Amin Marg, Gorwa, Vadodara – 390 003, Gujarat.
6	Email:	<a href="mailto:investorrelations.rrwl@rrglobal.com">investorrelations.rrwl@rrglobal.com</a>
7	Telephone:	022-24949009 / 24924144
8	Website:	<a href="http://www.rrshramik.com">www.rrshramik.com</a>
9	Financial year for which reporting is being done:	FY 2024-2025
10	Name of the Stock Exchange(s) where shares are listed	- BSE Limited (BSE) - National Stock Exchange of India Limited (NSE)
11	Paid-up Capital:	₹ 22,02,10,000.00 as of March 31, 2025
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR:	Shri Saurabh Gupta AGM - Company Secretary Telephone: 022-24949009 / 24924144 Email: <a href="mailto:investorrelations.rrwl@rrglobal.com">investorrelations.rrwl@rrglobal.com</a>
13	Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The disclosures made in this report are on a standalone basis.
14	Name of the assurance provider:	Not Applicable
15	Type of assurance obtained:	Not Applicable

### II. Products and Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of wires	Manufacturing of enamelled copper and aluminium wires, paper covered copper wires & strips and submersible winding wires	78.55
2	Manufacturing of copper tubes	Manufacturing of copper tubes	14.71

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

Sr No.	Product/Service	NIC Code	% of total Turnover contributed
1	Enamelled copper and aluminium wires, paper covered copper wires & strips and submersible winding wires	27320	78.55
2	Copper tubes	24311	14.71

**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	5	1- Head Office 1- Corporate Office	7
International	0	0	0

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

Locations	Number
National (No. of States)	36
International (No. of Countries)	8

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

8.09%

**c. A brief on type of customers:**

The Company proudly serves a robust and diverse customer base of 750+clients, with a strong focus on B2B relationships. This includes major Original Equipment Manufacturers (OEMs), tier 1,2 and 3 manufacturers such as Automotive sectors for EV mobility, top-tier electrical companies across India and abroad, multinational corporations (MNCs), air conditioning, refrigeration and HVAC sectors. Our commitment to quality and reliability has also positioned us as a trusted partner for numerous small and medium enterprises (SMEs), particularly those engaged in the manufacturing, service and repair of electrical equipment. All our offerings are aligned with leading national and international standards including IS, IEC, JS, NEMA, and ASTM, JIS, EN ensuring consistent performance and trust across every customer segment we serve.

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% ( B/A)	No. (C)	% ( C/A)
<b>Employees</b>						
1	Permanent (D)	209	194	93%	15	7%
2	Other than Permanent (E)	20	18	90%	2	10%
3	<b>Total employees (D + E)</b>	<b>229</b>	<b>212</b>	<b>93%</b>	<b>17</b>	<b>7%</b>
<b>Workers</b>						
4	Permanent (F)	816	764	94%	52	6%
5	Other than Permanent (G)	111	111	100%	0	0%
6	<b>Total employees (F + G)</b>	<b>927</b>	<b>875</b>	<b>94%</b>	<b>52</b>	<b>6%</b>

b. Differently abled employees & workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently-abled Employees</b>						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Differently-abled Workers</b>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	3*	0	0%

\*Includes Managing Director and Joint Managing Director who are part of both the Board of Directors (BOD) and Key Management Personnel (KMP).

22. Turnover rate for permanent employees and workers:

	FY 24-25 (Turnover rate in current FY)			FY 23-24 (Turnover rate in previous FY)			FY 22-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.68%	7.14%	3.92%	3.95%	0.00%	3.79%	2.21%	54.55%	4.26%
Permanent Workers	8.52%	2.35%	8.19%	10.16%	0.00%	9.67%	8.84%	2.94%	8.54%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tefabo Product Private Limited	Subsidiary*	60%	No
2	Epavo Electricals Private Limited	Joint Venture**	50%	No
3	RR-Imperial Electricals Limited	Joint Venture	10%	No

\*During the year 2024-25, the Company acquired 60% equity stake in Tefabo Product Private Limited, thereby making it a Subsidiary of the Company.

\*\*Epavo Electricals Private Limited, previously a subsidiary of the Company, transitioned to a joint venture effective September 30, 2024.

Note: Global Copper Private Limited erstwhile material subsidiary of the Company, pursuant to order of Hon'ble NCLT dated May 29, 2025 has been merged into the Company, from the appointed date being April 01, 2024.

## VI. CSR Details

24. i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
ii)	Turnover (in ₹ Lakhs)	3,62,267.94
iii)	Net worth (in ₹ Lakhs)	48,990.93

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Communities may reach out with concerns or inquiries via <a href="mailto:indsales.sc@rrglobal.com">indsales.sc@rrglobal.com</a>	0	0	None	0	0	None
Investors (other than shareholders)	Yes, Investors are encouraged to contact as per link below for their queries: <a href="https://www.rrshramik.com/investor/investor-contact/">https://www.rrshramik.com/investor/investor-contact/</a>	0	0	None	0	0	None
Shareholders	Yes, Shareholders are encouraged to contact at <a href="mailto:investorrelations.rwl@rrglobal.com">investorrelations.rwl@rrglobal.com</a> and RTA for their queries.	1	0	Resolved	1	0	Resolved
Employees and workers	Yes, Employees and workers can communicate their requirements or concerns through formal channel at <a href="mailto:hr-sil.sc@rrglobal.com">hr-sil.sc@rrglobal.com</a> and also through informal means.	0	0	None	0	0	None
Customers	Yes, Customers are supported through <a href="mailto:indsales.sc@rrglobal.com">indsales.sc@rrglobal.com</a> and <a href="mailto:techcell-sil.rwl@rrglobal.com">techcell-sil.rwl@rrglobal.com</a> for sales and technical assistance, respectively and also can provide their feedback through link below: <a href="https://www.rrshramik.com/contact-us/feedback-form/">https://www.rrshramik.com/contact-us/feedback-form/</a>	9	0	Resolved	9	0	Resolved
Value Chain Partners	Yes, Value chain partners, including suppliers and distributors, may address their queries or requirements through <a href="mailto:indsales.sc@rrglobal.com">indsales.sc@rrglobal.com</a>	0	0	None	0	0	None
Other (please specify)		0	0	None	0	0	None

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk/ Opportunity	<p>Energy plays a vital role in the core manufacturing operations of the Company, particularly in high-consumption processes such as drawing, annealing, and enamelling. Given the scale and intensity of energy use, it presents both a critical risk and a strategic opportunity.</p> <p>On the risk front, fluctuations in energy prices, potential supply disruptions, and increasing regulatory requirements on emissions and energy efficiency can significantly impact production continuity and cost structures. At the same time, energy presents an opportunity to drive operational excellence, cost savings, and environmental stewardship through the adoption of energy-efficient technologies, process optimization, and integration of renewable energy sources.</p>	<p>The Company has undertaken a structured approach to reduce energy-related risks by integrating energy-efficient technologies and upgrading its production systems to lower energy intensity across operations. The company is also progressing towards cleaner energy alternatives through the installation of rooftop solar systems and the exploration of long-term renewable energy procurement strategies.</p>	<p>Negative: Higher initial capital expenditure.</p> <p>Positive: Long-term cost savings on energy consumption.</p>
2	Waste Management	Risk	<p>Waste management is a risk owing to the generation of metal scrap, insulation waste, and hazardous by-products in the manufacturing units. Improper handling and disposal of these wastes can lead to environmental pollution, increased operational costs and regulatory non-compliance such as the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and the Solid Waste Management Rules, 2016.</p>	<p>The Company follows a structured Reuse-Recycle-Disposal Waste Management Policy, ensuring safe segregation, recycling, and disposal of all waste in compliance with environmental regulations.</p> <p>Hazardous waste, such as chemical sludge from wastewater is treated using ETP and STP plants. Contaminated cotton rags and used oil are handed over to government approved disposers.</p> <p>Employee training programs further support waste minimization and promote sustainable practices across operations.</p>	<p>Negative: Waste mismanagement can lead to significant financial risks through regulatory penalties, increased disposal costs, and potential liabilities from environmental damage.</p>
3	Occupational Health & Safety	Risk	<p>Operational health and safety is a critical risk in our manufacturing units due to the nature of manufacturing processes involving equipment operating on a high temperature, and heavy machinery. These conditions pose potential hazards to worker safety if not properly managed.</p>	<p>The Company actively promotes a culture of safety by strengthening workplace safety policies, conducting regular training programs, and adopting globally recognized best practices to safeguard employee well-being.</p> <p>Our facilities are ISO 45001 certified, underscoring our adherence to international occupational health and safety standards. We also implement proactive measures such as Hazard Identification and Risk Assessment (HIRA) to identify, evaluate, and mitigate potential risks within our operations.</p>	<p>Negative: Poor occupational health and safety (OHS) practices can result in financial risks due to workplace accidents, legal liabilities, compensation claims, and potential disruptions to operations.</p>

## SECTION B: MANAGEMENT & PROCESS DISCLOSURE

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management process</b>									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	Key policies have been approved by the Board of Directors and some policies have been approved by the Functional Heads.								
c) Web Link of the Policies, if available	Key policies are available on the Company's website at <a href="https://www.rrshramik.com/investor/corporate-governance/">https://www.rrshramik.com/investor/corporate-governance/</a> . Some of the Policies which are internal have been approved by the Functional Heads and are available internally within the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company is committed to maintaining high standards in quality, safety, and environmental management. The company complies with ISO 13730 and IEC 60317 standards for winding wires and is certified under ISO 9001:2015 for quality management, IATF 16949:2016 for automotive quality, ISO 14001:2015 for environmental management, and ISO 45001:2018 for occupational health and safety. These certifications reinforce the company's dedication to regulatory compliance, operational excellence, and sustainable business practices.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	For the Company, environmental sustainability is integral to our business philosophy and long-term strategy. We are committed to minimizing the environmental impact of our operations by adopting responsible practices across resource use, waste management, and emissions control. Among our key environmental priorities, energy management plays a central role. We continuously strive to reduce our carbon footprint through process optimization, adoption of energy-efficient technologies, and increased reliance on renewable energy sources such as Solar and Wind.								
6. Performance of the entity against the specific commitments, goals and targets along- with reasons in case the same are not met.	The Company is committed to advancing its Environmental, Social, and Governance (ESG) performance through continuous monitoring and improvement. As part of our broader sustainability strategy, we are currently prioritizing initiatives that enhance energy efficiency, minimize waste generation, foster employee wellbeing, and contribute to the upliftment of communities through targeted CSR initiatives.								

7.	Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>At Ram Ratna Wires Ltd, we recognize the growing importance of environmental, social, and governance (ESG) factors in shaping the future of our business and the industry at large. As we navigate an evolving regulatory landscape and increasing stakeholder expectations, we remain committed to embedding sustainability into our core operations. One of the key challenges we face is the transition towards a low-carbon economy, requiring us to optimize energy efficiency, enhance resource conservation, and explore sustainable sourcing. Additionally, ensuring responsible supply chain practices and maintaining high standards of employee health, safety, and well-being remain critical priorities.</p> <p>Despite these challenges, we have made significant strides in our ESG journey. Our recent initiatives include investments in renewable energy, the adoption of eco-friendly manufacturing practices, and a stronger focus on circular economy principles. Socially, we continue to support employee welfare programs, skill development initiatives, and community engagement activities. On the governance front, we have strengthened our policies on ethical business conduct, transparency, and risk management to ensure accountability at all levels. Looking ahead, we have set ambitious targets to further enhance our ESG commitments. These include measurable reductions in our carbon footprint, increased utilization of sustainable materials, enhanced workplace diversity, and stronger supplier due diligence mechanisms. Through these efforts, we aim to align our growth strategy with global sustainability goals and create long-term value for our stakeholders.</p>
<b>Governance, Leadership and Oversight</b>		
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors is the highest authority responsible for implementation and oversight of the Business Responsibility Policies.
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues?	No

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Periodic Basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Periodic Basis								

11.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	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.	As a part of the ISO Systems certification process and ongoing periodical assessments, various policies, procedures and systems are subject to internal and external audits. Through the Company's internal audit mechanism, these policies are periodically evaluated for their effectiveness and adherence.								

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)									
Any other reason (please specify)									

## 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	7	The Company's familiarization programs cover key topics such as business performance and future strategies, financial updates, amendments to the Companies Act, 2013 and SEBI regulations along with their implications for the company, as well as strategic investment and expansion plans. These programs include range of topics including insights on the said principles.	100
Key Managerial Personnel	7		100
Employees other than BoD and KMPs	Multiple training programs	Various training programs are conducted for employees during induction and as part of ongoing development programs. These programs cover topics including health and safety, on job skills upgradation, sexual harassment awareness, Human Rights policies, team building activities.	93
Workers	Multiple training programs	Workers are provided training on practical and essential topics such as human rights, health and safety, workplace induction, awareness on prevention of sexual harassment (POSH).	80

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

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

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
Not Applicable	

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.

Yes, the Company is committed to upholding the highest standards of ethical conduct, transparency, and accountability across all levels of our operations. In alignment with our zero-tolerance policy towards bribery and corruption, we have implemented a comprehensive Anti-Bribery and Corruption Policy that applies to all employees, directors, contractors, and business associates. This policy prohibits offering or accepting any form of undue monetary advantage or otherwise with the intent to influence decisions or gain unfair business advantage. While reasonable, approved corporate hospitality may be permitted to strengthen stakeholder relationships, any action that may be construed as coercive or unethical is strictly prohibited. To ensure compliance, all employees undergo mandatory training during induction, and we maintain robust financial records and internal controls.

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 Current Financial Year	FY 2023-24 Previous Financial Year
Directors	NIL	NIL
KMPs		
Employees		
Workers		

**6. Details of complaints with regard to Conflict of Interest:**

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	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				

**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.**

There were no actions taken by any regulators/law enforcement agencies/judicial institutions for the charges of corruption or conflict of interest.

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

	FY 2024-2025 (Current Financial Year)	FY 2023- 2024 (Previous Financial Year)
Number of days of accounts payable	46	33

**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**

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023- 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	31.86%	34.51%
	b. Number of dealers / distributors to whom sales are made	224	226
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	53.19%	49.38%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.33%	0.59%
	b. Sales (Sales to related parties / Total Sales)	1.92%	1.88%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.35%	98.81%
	d. Investments (Investments in related parties / Total Investments made)	100%	31.51%

## 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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Available		

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 an established Code of Conduct for Directors and Senior Management that outlines specific provisions to identify, avoid, and manage conflicts of interest. The Code explicitly prohibits Board members from engaging in activities or relationships that conflict with the interests of the company. It also provides examples of common conflict scenarios and emphasizes acting in good faith, with integrity and independent judgment.

The Code is available on the website of the Company at <https://www.rsrhamik.com/investor/corporate-governance/>



### 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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NA	NA	None
Capex	1.54%	13.12%	The Company is dedicated to building advanced manufacturing facilities rooted in sustainability, social responsibility, and good governance. With the integration of solar and wind energy, ETP, STP, rainwater harvesting, and electric vehicles, we are reducing our environmental impact while consistently meeting customer expectations and driving stable, responsible growth.

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

The Company is committed to ethical, responsible, and environmentally conscious sourcing across its value chain. We adhere to REACH compliance and internationally recognized sustainability standards to uphold the highest levels of accountability and environmental stewardship. Our Supplier Code of Conduct outlines key expectations in the areas of environmental responsibility, labour and human rights, occupational health and safety, ethical business practices, and full compliance with applicable national and international laws. We expect our suppliers to align with these principles, as well as with global frameworks such as the UN Global Compact and the Responsible Business Code of Conduct.

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

We source approximately 80% of our key raw material copper, from leading producers who adhere to ESG standards.

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.

Waste type	Details
a) Plastics (including packaging)	Plastics are categorized as environmentally unfriendly waste. They are segregated, collected, and disposed of through authorized agencies to ensure compliance with waste management regulations and minimize environmental harm.
b) E-waste	E-waste is handled responsibly, adhering to relevant legislative requirements for safe handling and disposal.
c) Hazardous waste	Hazardous wastes, such as used oil, cotton rags and sludge, are handled with utmost care. These materials are stored and disposed of as per waste authorization guidelines. Specifically, the disposal is carried out through authorised vendors, ensuring legal compliance and environmental safety.
d) Other waste	Other waste includes packaging materials such as paper and wooden pallets, are segregated and reused.

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, Extended Producer Responsibility (EPR) is applicable to the Company under Plastic Waste Management Rules, 2016, specifically for the plastic waste generated from imported materials. We maintain efficient and effective waste management practices, adhering to EPR guidelines.

## 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.
No, the Company has not undergone an LCA Assessment as of FY 2024-25.					

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NIL		

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:

	FY24-25 (Current Financial Year)			FY23-24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	24.86 MT	-	-	19.11 MT	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	2.10 MT	-	-	2.03 MT
Other waste (Paper)	-	12.34 MT	-	-	7.68 MT	-

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
NIL	



**PRINCIPLE  
3**

**BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

## ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
<b>Permanent Employees</b>											
Male	194	194	100.00%	194	100.00%	NA	NA	0	0.00%	0	0.00%
Female	15	15	100.00%	15	100.00%	15	100.00%	NA	NA	0	0.00%
<b>Total</b>	<b>209</b>	<b>209</b>	<b>100.00%</b>	<b>209</b>	<b>100.00%</b>	<b>15</b>	<b>7.18%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent Employees</b>											
Male	18	18	100.00%	0	0.00%	NA	NA	0	0.00%	0	0.00%
Female	2	2	100.00%	0	0.00%	2	100.00%	NA	NA	0	0.00%
<b>Total</b>	<b>20</b>	<b>20</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>10.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

Category	% of Workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	764	764	100.00%	764	100.00%	NA	NA	0	0.00%	0	0.00%
Female	52	52	100.00%	52	100.00%	52	100.00%	NA	NA	0	0.00%
<b>Total</b>	<b>816</b>	<b>816</b>	<b>100.00%</b>	<b>816</b>	<b>100.00%</b>	<b>52</b>	<b>6.37%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent Workers</b>											
Male	111	111	100.00%	0	0.00%	NA	NA	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	NA	NA	0	0.00%
<b>Total</b>	<b>111</b>	<b>111</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.02%	0.03%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	82%	99%	Y	84%	99%	Y
Gratuity*	99%	100%	Y	100%	100%	Y
ESI <sup>§</sup>	0%	100%	Y	NA	NA	NA
Others - please specify <sup>#</sup>	100%	100%	N	100%	100%	N

\* Executive Directors are not included under Gratuity.

§ ESI is not applicable in Dadra & Nagar Haveli & Daman & Diu and calculated accordingly to applicable locations only.

# Medical Insurance coverage provided by the Company.

**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.**

Currently there are no disabled workers or employees employed in the company.

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

Yes, the Company believes in providing equal opportunity to all.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male*	NA	NA	NA	NA
Female	NA**	NA**	100%	100%
<b>Total</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>

\*Currently Parental benefits are only applicable to female employees and workers of the Company.

\*\*None of the permanent female employees applied for maternity leave.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

CATEGORY	YES/NO (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Permanent workers can raise concerns or grievances through a dedicated email channel: <a href="mailto:hr-sil.sc@rrglobal.com">hr-sil.sc@rrglobal.com</a> . Additionally, they are protected under the company's Whistle Blower Policy, which allows for confidential reporting of any misconduct.
Other than Permanent Workers	Yes. Contractual or temporary workers have access to the same HR grievance redressal channel: <a href="mailto:hr-sil.sc@rrglobal.com">hr-sil.sc@rrglobal.com</a> . The Vigil Mechanism is applicable to all categories of workers, ensuring transparency and protection against retaliation.
Permanent Employees	Yes. Permanent employees can reach out via <a href="mailto:hr-sil.sc@rrglobal.com">hr-sil.sc@rrglobal.com</a> for any work-related issues. The company has clearly defined rules of conduct and disciplinary action, and employees are protected by the Vigil Mechanism Policy.
Other than Permanent Employees	Yes. Other employees, including interns and part-time staff, are provided equal access to the grievance redressal mechanism through the HR communication channel and are covered under the Whistle Blower Policy for secure and confidential reporting.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>209</b>	<b>0</b>	<b>0%</b>	<b>169</b>	<b>0</b>	<b>0%</b>
Male	194	0	0%	161	0	0%
Female	15	0	0%	8	0	0%
<b>Total Permanent Workers</b>	<b>816</b>	<b>0</b>	<b>0%</b>	<b>680</b>	<b>0</b>	<b>0%</b>
Male	764	0	0%	647	0	0%
Female	52	0	0%	33	0	0%

#### 8. Details of training given to Employees & Workers.

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
<b>Employees</b>										
Male	212	212	100%	212	100%	167	167	100%	167	100%
Female	17	17	100%	17	100%	11	11	100%	11	100%
<b>Total</b>	<b>229</b>	<b>229</b>	<b>100%</b>	<b>229</b>	<b>100%</b>	<b>178</b>	<b>178</b>	<b>100%</b>	<b>178</b>	<b>100%</b>
<b>Workers</b>										
Male	875	875	100%	875	100%	688	688	100%	688	100%
Female	52	52	100%	52	100%	33	33	100%	33	100%
<b>Total</b>	<b>927</b>	<b>927</b>	<b>100%</b>	<b>927</b>	<b>100%</b>	<b>721</b>	<b>721</b>	<b>100%</b>	<b>721</b>	<b>100%</b>

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

Category	FY 2024-25			FY 2023-24		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/ A)	Total (C)	No. (D)	% (D/ C)
<b>Employees</b>						
Male	212	212	100%	167	167	100%
Female	17	17	100%	11	11	100%
<b>Total</b>	<b>229</b>	<b>229</b>	<b>100%</b>	<b>178</b>	<b>178</b>	<b>100%</b>
<b>Workers</b>						
Male	875	875	100%	688	688	100%
Female	52	52	100%	33	33	100%
<b>Total</b>	<b>927</b>	<b>927</b>	<b>100%</b>	<b>721</b>	<b>721</b>	<b>100%</b>

#### 10. Health and safety management system

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

Yes, the Company has established an Occupational Health and Safety (OHAS) management system aligned with the internationally recognized ISO 45001:2018 standard. It is uniformly implemented across all units.

- 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 is committed to ensuring a safe and healthy working environment by implementing a structured Occupational Health and Safety (OH&S) Management System. This framework is designed to identify, assess, and manage work-related hazards and risks associated with both routine and non-routine operations. A key component of this system is the biannual conduct of Hazard Identification and Risk Assessment (HIRA) exercises across all operational sites, enabling proactive detection and control of potential risks. Regular workplace safety assessments, compliance monitoring with applicable legal and regulatory requirements, and targeted initiatives to reduce manual handling risks further strengthen the Company's approach. These processes are aligned with the Company's OH&S objectives and are reviewed periodically to ensure continuous improvement in workplace health and safety performance.

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

The Company follows a structured and proactive approach to identifying work-related hazards and assessing associated risks across both routine and non-routine operations. A risk evaluation methodology is employed through HIRA to systematically examine potential sources of harm, considering both the likelihood and impact of incidents, and to establish appropriate preventive and control measures. Visual safety tools such as informative signage, floor indicators, and awareness materials are strategically placed across operational areas to promote safety-conscious behaviour and enable instant recognition of potential hazards. In addition, internal safety audits and inspections are conducted at planned intervals to assess the effectiveness of existing safety controls and to identify any gaps or emerging risks, thereby supporting continuous improvement in workplace safety management.

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

Yes, all our locations have access to non-occupational medical and healthcare services, either within or nearby to the premises. Further the Company have tie ups with nearby hospitals to ensure quick and easy access to medical services in case of emergencies.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	0	0
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 work place.**

The Company is committed to ensuring a safe and healthy work environment for all workers and employees. It has implemented the following key initiatives to uphold the highest standards of occupational health and safety:

- (i) Occupational Health and Safety Management System: Achieved ISO 45001:2018 certification, for all our plants to uphold compliance with global occupational health and safety management standards.
- (ii) Proactive Risk Management: We conduct Hazard Identification and Risk Assessment (HIRA) exercises biannually to systematically identify and mitigate potential workplace hazards.
- (iii) Safety Audits and Manual Handling Measures: Regular safety audits are carried out to identify risks, particularly those related to manual handling, followed by corrective and preventive actions.
- (iv) Air Quality Management: Installed Air Handling Units (AHUs) across operational areas to improve indoor air quality and enhance employee comfort.
- (v) Regulatory Compliance: Maintains strict adherence to all applicable legal and regulatory requirements concerning health and safety.
- (vi) Emergency Preparedness: Well-stocked first aid kits and medical boxes are readily available across all operational sites to respond promptly to any medical emergencies.
- (vii) Preventive Healthcare: Annual health check-ups are conducted to support early diagnosis and prevention of occupational illnesses.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

**14. Assessments for the year:**

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

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

(i) Corrective Actions and Root Cause Analysis:

In the event of any incident or grievance, the Company conducts a thorough Root Cause Analysis (RCA) to identify the underlying factors that led to the issue. This structured approach ensures that not only the immediate concern is addressed, but systemic improvements are also considered. The findings of the RCA are documented and communicated to senior management, ensuring accountability and oversight at the highest level.

(ii) Support and Preventive Measures:

Based on the RCA, appropriate corrective actions are implemented. The affected individual is provided with necessary support, which may include counselling, grievance redressal assistance, or other forms of medical aid based on the nature of the incident. The Company is committed to fostering a safe and respectful work environment and takes proactive steps to ensure that similar issues do not recur in the future.

## 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, in the unfortunate event of a fatality during official duties or business travel, the Company provides compensation under its Workmen Compensation Policy, applicable to workers, employees and their dependents and are covered under a comprehensive Medclaim policy. Eligible workers are additionally covered under the ESIC scheme for medical and financial support.

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

The Company ensures statutory compliance by incorporating clauses in all trade agreements that mandate partners to deduct and deposit applicable dues. Records of Statutory dues deducted and deposited are regularly received from value chain partners and serve as a supporting check for compliance.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities, 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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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?

Presently the company does not provide transition assistance programs to facilitate continued employability and/or manage career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Nil
Working conditions	Nil

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.

Nil



**PRINCIPLE  
4**

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.**

## ESSENTIAL INDICATORS

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

The company identifies its key stakeholder groups through a systematic analysis of its operations, assessing the degree of influence stakeholders have on the organization and the extent to which it is affected by its stakeholder activities. Stakeholders such as employees, customers, suppliers, investors & shareholders, regulatory bodies, and local communities are prioritized to ensure meaningful engagement and responsiveness to their concerns.

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

Sr. No.	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
1	Customers	No	Digital Channels, Sales promotions, Marketing collaterals, Physical and Virtual interactions/Meetings	Ongoing	Product related
2	Employees	No	HR communications through digital channels, Notice boards, physical and virtual interactions, meetings	Ongoing	Workplace policies, health and safety, employee well-being, training, and career development

3	Suppliers	No	Digital channels, Code of Conduct, relationship-building activities, physical and virtual meetings/ interactions	Ongoing	Product related
4	Regulatory Authorities	No	Emails, letters, conferences, documentation submissions and representations	Periodic/Ongoing	Compliance updates, regulatory changes, reporting requirements, and audits
5	Shareholders	No	Newspapers, website, Stock exchanges, Annual report, general meetings	Quarterly	Updates on financial performance, governance policies.
6	Communities	No	CSR Program, digital channels	Ongoing	CSR Initiatives, Grievances and Complaints Management, etc.

## 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 has structured processes to facilitate regular consultation between stakeholders and the Board on key economic, environmental, and social topics. These include periodic stakeholder meetings, surveys, feedback mechanisms, and direct engagements led by senior management. Insights and concerns gathered through these channels are reviewed by the Board as part of its strategic decision-making process, ensuring that stakeholder perspectives are integrated into the company's sustainability and business strategies.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. 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, the company actively engages with stakeholders on environmental and social matters. Through these interactions we integrate stakeholder inputs into our policies and operational processes to have a positive long term impact towards having a sustainable environment.

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

The Company remains committed to supporting vulnerable and marginalized communities through focused Corporate Social Responsibility (CSR) interventions and donations. One of the key areas of engagement includes promoting education.

As part of this commitment, the Company has donated to a reputed non-profit organization to design and implement value-based educational programs for children across several regions in India. These programs aim to foster moral, cultural, and character development among young learners from all backgrounds. In addition, the Company supports a tribal upliftment program through an agency dedicated to the welfare and development of tribal children. This initiative focuses on improving access to education thereby addressing systemic challenges faced by tribal communities.

These efforts align with the Company's CSR objectives and its broader vision of inclusive growth. By facilitating access to quality education and skill enhancement, the Company seeks to empower marginalized sections of society and contribute meaningfully to their long-term socio-economic well-being.


**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.**

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. employees covered (B)	% (B / A)	Total (C)	No. employees covered (D)	% (D / C)
<b>Employees</b>						
Permanent	209	209	100%	169	169	100%
Other than permanent	20	20	100%	9	9	100%
<b>Total</b>	<b>229</b>	<b>229</b>	<b>100%</b>	<b>178</b>	<b>178</b>	<b>100%</b>
<b>Workers</b>						
Permanent	816	816	100%	680	680	100%
Other than permanent	111	111	100%	41	41	100%
<b>Total</b>	<b>927</b>	<b>927</b>	<b>100%</b>	<b>721</b>	<b>721</b>	<b>100%</b>

Note: All employees and workers, including permanent and non-permanent staff, undergo Human Rights Policy training during induction and orientation, ensuring 100% coverage.

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

Category	FY 2024-25 (Current Financial Year)					FY-2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>209</b>	<b>0</b>	<b>0.00%</b>	<b>209</b>	<b>100.00%</b>	169	0	0.00%	169	100.00%
Male	194	0	0.00%	194	100.00%	161	0	0.00%	161	100.00%
Female	15	0	0.00%	15	100.00%	8	0	0.00%	8	100.00%
<b>Other than Permanent</b>	<b>20</b>	<b>0</b>	<b>0.00%</b>	<b>20</b>	<b>100.00%</b>	9	0	0.00%	9	100.00%
Male	18	0	0.00%	18	100.00%	6	0	0.00%	6	100.00%
Female	2	0	0.00%	2	100.00%	3	0	0.00%	3	100.00%
<b>Workers</b>										
<b>Permanent</b>	<b>816</b>	<b>0</b>	<b>0.00%</b>	<b>816</b>	<b>100.00%</b>	680	0	0.00%	680	100%
Male	764	0	0.00%	764	100.00%	647	0	0.00%	647	100%
Female	52	0	0.00%	52	100.00%	33	0	0.00%	33	100%
<b>Other than Permanent</b>	<b>111</b>	<b>0</b>	<b>0.00%</b>	<b>111</b>	<b>100.00%</b>	41	38	92.68%	3	7.32%
Male	111	0	0.00%	111	100.00%	41	38	92.68%	3	7.32%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

	Male	Male	Female	Female
	Number	Median remuneration/ salary/ wages of respective category (In ₹)	Number	Median remuneration/ salary/ wages of respective category(In ₹)
Board of Directors (BoD)	7	9,95,000	1	12,00,000
Key Managerial Personnel*	1	38,78,670	0	0
Employees other than BoD and KMP	173	5,91,264	12	4,95,858
Workers	713	2,86,308	33	2,28,084

KMP excludes Managing Director and Joint Managing Director as they are already included under Board of Directors.

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.78%	3.61%

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

Yes

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

The Company has an internal Human Rights Policy in place for addressing such grievances and works on continuous improvement of the same. The policy outlines the company's ethos and a strict non-tolerance towards human rights violations.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has adopted a zero-tolerance policy towards sexual harassment and discrimination at the workplace. To safeguard employee rights and ensure a safe and respectful work environment, the Company has instituted a comprehensive Policy on Prevention, Prohibition, and Redressal of Sexual Harassment at the Workplace, aligned with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the applicable Rules. The policy includes robust mechanisms to ensure confidentiality, non-retaliation, and protection of the complainant from any form of discrimination or victimisation during and after the complaint process.

An Internal Complaints Committee (ICC) has been duly constituted at all manufacturing units and offices to address and redress grievances related to sexual harassment.

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

Yes, human rights requirements are an integral part of our business agreements and contracts. We incorporate our Supplier Code of Conduct (SCoC) into all agreements, purchase orders, and contracts with suppliers, service providers, vendors, agents, contractors, and other business associates. The SCoC mandates full compliance with applicable laws and adherence to internationally recognized environmental, social, and governance standards, including provisions for employee well-being, anti-harassment and anti-discrimination measures, and the prohibition of child and forced labour.

**10. Assessments for the year:**

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

**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 or concerns were identified in the assessment during the FY 24-25.

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

During the reporting period, the company did not receive any grievances/complaints on human rights and hence no changes were made to the existing business processes to address the same.

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

The company is committed to upholding and integrating human rights principles across all facets of its operations. Our manufacturing facilities are assessed and certified under ISO 45001:2018, which encompasses key aspects of labour practices, working conditions, and human rights safeguards.

The Company maintains a strict zero-tolerance policy against child labour, forced or compulsory labour, and all forms of harassment or discrimination. We follow a proactive approach to identifying, preventing, and addressing actual or potential adverse human rights impacts.

To promote a culture of awareness and compliance, training on human rights laws and ethical business conduct is provided to employees. Our due diligence processes are embedded within our operational policies, ensuring that statutory obligations, ethical standards, and our Code of Conduct are consistently upheld.

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 provides differently abled visitors with the required facilities.

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	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others please specify	0

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

Not applicable



**PRINCIPLE**  
6

**BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A) GJ	24564.38	2902.65
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>24564.38</b>	2902.65
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	246307.48	196103.38
Total fuel consumption (E)	10195.61	5532.71
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>256503.09</b>	201636.09
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>281067.47</b>	204538.74
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations )	0.000007759	0.000007821
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/ Revenue from operations adjusted for PPP)	0.000160292	0.000178952
<b>Energy intensity in terms of physical output</b>	6.76	6.03
Energy 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 for the above? If yes, name of the external agency.**

No

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

Not applicable, as the Company does not fall under PAT scheme of Government of India.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	70445	76701
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Other	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>70445</b>	<b>76701</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>70445</b>	<b>76701</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.000001945	0.000002933
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00004017	0.00006711
<b>Water intensity in terms of physical output</b>	1.69	2.26
<b>Water intensity(optional) – the relevant metric may be selected by the entity</b>	-	-

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

No

4. Provide the following details related to water discharge.

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	2708.07	2595.77
- No treatment	-	-
- With treatment – please specify level of treatment	2708.07 ETP & STP	2595.77 ETP & STP
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-

- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)</b>	2708.07	2595.77

**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

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

Yes. The Company is committed to sustainable water management and operates with robust Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) across its facilities. Domestic wastewater from restrooms are effectively treated through STPs, while industrial effluents are processed through ETPs in accordance with regulatory standards. Treated water from STPs is sustainably reused for non-potable purposes such as flushing and gardening, ensuring zero liquid discharge beyond the premises. The Company's manufacturing units strictly adhere to all applicable environmental guidelines reflecting our proactive approach to responsible water stewardship and environmental compliance.

**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 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	tonnes	3.87	2.36
SOx	tonnes	4.90	3.26
Particulate matter (PM)	tonnes	15.29	8.20
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6,464.53	3,539.25
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	48,987.82	39,002.78
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/ Revenue (INR)	0.000001531	0.000001627

<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent/ PPP	0.000031624	0.000037220
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tonnes of CO2 equivalent/ tonnes	1.33	1.25
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> 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.**

Yes, the independent assessment has been carried out by Net Zero Pro Solutions Pvt. Ltd.

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

The Company has undertaken a comprehensive range of initiatives to reduce its greenhouse gas (GHG) emissions by enhancing energy efficiency, optimizing energy usage, and integrating renewable energy solutions into its operations. These efforts align with the Company's commitment to sustainable manufacturing and reducing its environmental footprint.

Key initiatives undertaken include:

1. Installation of Renewable Energy Plants:

In line with its renewable energy transition goals, the Company has installed 1350 kW solar power plants and 2.1 MW of wind energy significantly reducing dependency on grid-based electricity and contributing to lower Scope 2 emissions. This initiative directly offsets a substantial portion of the facility's electricity consumption with clean, renewable energy.

2. Energy Monitoring through Automation:

The Company has implemented automated daily energy monitoring via ERP systems, which capture real-time power consumption data from machine panels. This allows for continuous tracking and immediate corrective action when deviations occur. This initiative led to a notable 14% reduction in electricity consumption per kilogram of production, reflecting improved energy efficiency and reduced emissions.

3. Heat Recovery Systems:

The Company captures waste heat from electrical furnaces using heat exchangers. This recovered heat is utilized for generating steam required in the copper annealing process, thus optimizing thermal efficiency and reducing reliance on additional energy sources

4. Wind-Powered Ventilation Systems:

By installing MS roof ventilator mechanical fans, the Company uses natural wind for ventilation, eliminating the need for electrically operated air circulation systems and lowering overall energy demand.

5. Natural Daylight Utilization:

Acrylic rooftop sheets have been installed to enhance the penetration of natural sunlight into workspaces, significantly reducing the need for artificial lighting during daytime operations.

6. Smart Lighting Solutions:

The Company has adopted energy-efficient LED lighting with motion sensors, ensuring lights are used only when necessary. Furthermore, individual LED lighting at workstations allows operators to manage lighting needs independently, avoiding wastage.

7. High-Efficiency Equipment:

The Company selects BEE-rated motors and electrical equipment with a minimum of three stars to ensure energy-efficient operations, reducing electricity consumption and associated emissions.

These integrated projects reflect the Company's proactive approach to GHG emission reduction through clean energy adoption, process optimization, and technology-driven energy management. The Company remains committed to expanding its renewable energy portfolio and improving energy performance as part of its long-term sustainability strategy.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Waste Generated (In Metric Tonnes)</b>		
Plastic waste (A)	24.86	19.11
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous Waste. Please specify, if any. (G)	Cotton Rags - 0.71 MT Used Oil - 0.59 MT ETP Sludge - 0.80 MT	Cotton Rags - 0.62 MT Used Oil - 0.61 MT ETP Sludge - 0.80 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	12.34 MT (paper)	7.68 MT (paper)
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>39.30</b>	<b>28.82</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000108	0.0000000110
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000002241	0.00000002521
Waste intensity in terms of physical output	0.0009456	0.0008492
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	37.20	26.78
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>37.20</b>	<b>26.78</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	2.10	2.03
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>2.10</b>	<b>2.03</b>

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

No

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company is committed to sustainable operations through the prevention of waste generation, optimal resource utilization, and adherence to global environmental and safety standards. The Company promotes responsible consumption of water, electricity, food, and raw materials across its facilities, embedding sustainability in all phases of its manufacturing lifecycle.

**1. Effluent and Sewage Treatment Systems**

The Company is equipped with advanced Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to manage industrial and domestic wastewater, respectively. While wastewater from operations is treated in ETPs, domestic wastewater from toilets and canteens is processed through STPs. Treated water is reused within the premises for flushing and gardening activities, resulting in zero liquid discharge outside the plant and ensuring full compliance with regulatory norms set by environmental authorities.

**2. Comprehensive Waste Management Policy: Reuse, Recycle, and Responsible Disposal**

The Company has implemented a robust Waste Management Policy that focuses on the 3 Rs- Reuse, Recycle, and Responsible Disposal. The policy ensures safe segregation, reclamation, and disposal of hazardous and non-hazardous waste, with a strong emphasis on environmental protection and circularity.

**3. Non-Hazardous Waste Handling**

- Food Waste is composted at site.
- Other than above waste are sent to authorized recycling agencies.

**4. Hazardous Waste Handling**

Hazardous wastes such as cotton rags, used oil and ETP sludge are handled and disposed of through authorised agencies, following government approved hazardous waste guidelines.

**5. Plastic Waste Management**

All plastic waste, particularly from packaging, is treated as environmentally sensitive and is segregated, collected, and disposed of through authorized vendors to align with Plastic Waste Management Rules.

**6. E-Waste Handling**

Potential e-waste is managed under the Company's comprehensive waste management framework and is disposed of responsibly through authorized e-waste handlers in line with relevant laws.

**7. Employee Engagement and Awareness**

The Company actively conducts training and awareness programs to sensitize employees on sustainable practices such as efficient resource use, proper waste segregation, safe chemical handling, and compliance with environmental standards.

**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:**

Sr. No.	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.
No, we do not operate in ecologically sensitive areas and yes, we fully adhere to all environmental approval requirements.			

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 an independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is compliant with the applicable environmental law / regulations / guidelines in India.				

## LEADERSHIP INDICATORS

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

None of our units fall under the water stress area.

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

No.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Available	Not Available
Total Scope 3 emissions per rupee of turnover	Rs	Not Available	Not Available
Total Scope 3 emission intensity (optional) the relevant metric may be selected by the entity	Not Available	Not Available	Not Available

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

No.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Reduction of Waste through Reel and Box Reuse	Under the packing department, the Company initiated a project to reduce waste by reusing plastic spools and thermocol boxes collected from customers. The returned materials are redistributed to other customers, reducing the monthly requirement for new reels.	Reels on returnable basis are reused, reducing the need for new purchases and thereby reducing environmental impact.
2	1350 kW Solar Plant Installation	The Company has installed 1350 kW solar power plants. These plants contribute to significant reductions in electricity consumption from non-renewable sources.	Monthly reduction of ~ 6,000 power units, contributing to lower Scope 2 GHG emissions.
3	Reduction of Air Pollution in Enamelling Process	The Company initiated a project to improve air quality within the enamelling section. A 10,000 CFM capacity exhaust blower system was installed and commissioned. This aimed to reduce air pollution and eye irritation among workers.	Air pollution in the enamelling plant significantly reduced; improvement in indoor air quality has been noted.

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

No, the Company currently has no disaster management plan, however, it regularly promotes Fire Safety and other relevant Mock Drills for the workforce.

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.

The Company has not carried out any environmental Impact assessment of its value chain partners.

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

Nil

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

- a. By the listed entity

Nil

- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

Nil



**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.**

The Company is affiliated to 8 industry chamber/associations

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Electrical & Electronics Manufacturers Association	National
2	Engineering Export Promotion Council	National
3	Silvassa Industries Association	State
4	Indian Copper Development Centre	National
5	Automotive Components Manufacturers Association of India (Delhi)	National
6	Dadra & Nagar Haveli Industries Association	State
7	Winding Wires Manufacturers Association of India	National
8	Federation of Indian Chambers of Commerce & Industry	National

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
There have been no actions taken or underway on any issues related to anti-competitive conduct by the Company as no adverse orders have been issued against the Company by any regulatory authorities.			

## LEADERSHIP INDICATORS

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

Sr. 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 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
This relates to undertaking the Social Impact Assessment in compliance with laws such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. The Company has not undertaken any such projects.					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
There were no Rehabilitation and Resettlement projects undertaken by the Company during the FY 2024-25						

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

The Company is committed to building trust and transparency through responsive stakeholder engagement. While the nature of the Company's operations does not involve direct day-to-day interaction with communities, robust mechanisms have been established to address any community queries and grievances swiftly and effectively. To ensure open and accessible communication, stakeholders are encouraged to connect via [indsales.sc@rrglobal.com](mailto:indsales.sc@rrglobal.com) or reach out to the Plant HR Department, enabling prompt resolution of concerns. These channels are actively monitored to reinforce a culture of accountability and responsiveness.

In addition to grievance redressal, the Company actively contributes to the well-being of communities through its Corporate Social Responsibility (CSR) initiatives. The Company undertakes various CSR programs focusing on education and skill development. These initiatives not only support the long-term development of the community but also foster goodwill and inclusive growth.

By combining responsive grievance mechanisms with proactive community development programmes, the Company aims to uphold its commitment to responsible corporate citizenship.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3.31%	4.25%
Sourced directly from within India	96.69%	95.75%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	Nil	Nil
Semi-urban*	22.48%	91.80%
Urban*	76.20%	1.65%
Metropolitan	1.32%	6.55%

\* In FY 2024-25 Urban share has increased as it includes employees of Global Copper Private Limited, erstwhile material subsidiary of the Company which has been merged into the Company pursuant to order of Hon'ble Tribunal, Mumbai bench dated May 29, 2025 with appointed date as April 1, 2024.

## LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments**

Not Applicable

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

Not Applicable

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?**

While the Company does not have a formal preferential procurement policy for engaging suppliers from marginalized or vulnerable groups, it follows a fair and non-discriminatory procurement process. All suppliers are considered based on their capabilities, without bias related to social or economic background.

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

The Company procures raw materials from the best available sources as per the quality, quantity, and availability.

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

Not Available

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**

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Our organization does not possess any Intellectual Property Rights originating from Traditional Knowledge.				

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
There have been no adverse orders in intellectual property related disputes wherein usage of traditional knowledge is involved.			

## 6. Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education	Refer to Corporate Social Responsibility Page 12	


**PRINCIPLE**  
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**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 structured Customer service mechanism to effectively address complaints and feedback. They can connect with us through a range of communication platforms, ensuring ease of access and prompt resolution. These include a dedicated helpline, a customer care email, and an online customer feedback feature available on our official website. All queries, complaints, and suggestions are centrally monitored and responded to in a timely manner.

**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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	9	0	Relates to Product related Customer Complaints which were resolved during the year	9	0	Relates to Product related Customer Complaints which were resolved during the year

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

The Company is proactively advancing its cybersecurity framework to meet the demands of an increasingly digitalized world and has already implemented a structured and vigilant process for identifying, managing, and resolving cybersecurity risks, ensuring the protection of its critical digital infrastructure and sensitive business information, and the framework is available internally within the Company.

**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.**

There have been no such instances during the FY 2024-25 and hence the same is not applicable.

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

**a. Number of instances of data breaches**

No such instances of data breaches occurred during FY 2024-25.

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

Not Applicable

**c. Impact, if any, of the data breaches**

Not Applicable.

## LEADERSHIP INDICATORS

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

Information on the Company's products and services can be accessed at the website of the Company: [www.rrshramik.com](http://www.rrshramik.com)

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

The Company is a B2B-focused organization. Our engagement with consumers/customers primarily occurs through direct interactions such as customer meetings, product demonstrations, and site visits. During these engagements, we proactively provide comprehensive information on the safe and responsible usage of our products and services. This includes guidance on operational protocols, maintenance requirements, and any applicable safety standards. These interactions ensure that our customers are well informed and equipped to use our products responsibly and effectively.

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

The Company is not directly involved in providing essential services (as defined in 'The Essential Services Maintenance Act, 1981). Therefore, this question is Not Applicable.

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

Not Applicable. At present, the product information displayed meets industry standard requirements.