

July 7, 2025

National Stock Exchange of India Limited

"Exchange Plaza", 5th Floor,
Plot No.C/1, G Block
Bandra-Kurla Complex
Bandra (East), Mumbai 400051

NSE Symbol : SHRIPISTON

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai 400001

BSE Scrip code : 544344

Subject: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements, 2015, ("SEBI Listing Regulations"), as amended from time to time, please find enclosed Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2024-25, which also forms part of the Annual Report of the Company for the financial year 2024-25.

The same is also available on the website of the Company as part of Annual Report for F.Y. 2024-25 i.e. <https://shrirampistons.com/wp-content/uploads/2025/07/SHRIRAM-PISTONS-ANNUAL-REPORT-2024-25.pdf>.

We request you to kindly take the above information on record and treat this as compliance with the SEBI Listing Regulations.

Thanking you.

Yours faithfully,

For **Shriram Pistons & Rings Limited**

(Pankaj Gupta)

Company Secretary & Compliance Officer
Membership No.: F4647

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S.No.	Questions	Responses
1.	Corporate Identity Number (CIN) of the Listed Entity	L29112DL1963PLC004084
2.	Name of the Listed Entity	Shriram Pistons & Rings Limited
3.	Year of incorporation	1963
4.	Registered office address	3 rd Floor, Himalaya House, 23, Kasturba Gandhi Marg, New Delhi- 110001
5.	Corporate address	3 rd Floor, Himalaya House, 23, Kasturba Gandhi Marg, New Delhi- 110001
6.	E-mail	compliance.officer@shrirampistons.com
7.	Telephone	011-23315941
8.	Website	https://shrirampistons.com/
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital	Rs. 44,04,98,240/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Pankaj Gupta Designation: Company Secretary Email: compliance.officer@shrirampistons.com Phone: 011-23315941
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis ("SPRL" or "The Company")
14.	Name of assurance provider	Not applicable as the company will be undergoing assurance as per regulatory requirements in future cycles of reporting
15.	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
i)	Manufacturing & Sale of automotive components	Pistons, Piston Pins, Piston Rings, Engine Valves, Cylinder Liners etc.	97

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
i)	Pistons, Piston Rings, Piston Pins, Engine Valves and Cylinder Liner	281; Sub-division: 2811	97

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	8	11	19
International	0	0	0

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

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	45

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

The contribution of Exports is 15% of the total turnover of the Company.

c. A brief on types of customers

The Company caters to a diverse customer base, which can be categorized into four primary groups:

- Domestic OEMs (Original Equipment Manufacturers within India),
- Domestic Aftermarket (customers purchasing replacement parts within India),
- International OEMs (Original Equipment Manufacturers outside of India), and
- International Aftermarket (customers purchasing replacement parts outside of India).

This segmentation has enabled the Company to tailor its products and services to meet the specific needs of each customer group effectively.

IV. Employees
20. Details as at the end of Financial Year: FY 2024-25
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
i)	Permanent (D)	1,392	1,326	95.26	66	4.70
ii)	Other than Permanent (E)	100	88	88.00	12	12.0
iii)	Total employees (D + E)	1,492	1,414	94.77	78	5.20
Workers						
iv)	Permanent (F)	2,465	2,465	100.00	0	0
v)	Other than Permanent (G)	6,130	5,914	96.00	216	3.50
vi)	Total employees (F + G)	8,595	8,379	97.00	216	2.50

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently-abled employees						
i)	Permanent (D)	2	2	100	0	0
ii)	Other than Permanent / Contractual / Third Party (E)	0	0	0	0	0
iii)	Total differently abled employees (D + E)	2	2	100	0	0
Differently-abled workers						
iv)	Permanent (F)	10	10	100	0	0
v)	Other than Permanent / Contractual / Third Party (E)	32	32	100	0	0
vi)	Total differently abled workers (F+G)	42	42	100	0	0

21. Participation/Inclusion/Representation of women

Representative Stakeholder	Total (A)	No. and percentage of Females (B)	
		No. (B)	% (B / A)
Board of Directors (BOD)	10*	3	30
Key Management Personnel (KMP)	4**	0	0

*Besides the above, there are two (2) Alternate Directors
**KMP includes MD & CEO and Whole Time Director which are also included under BOD

22. Turnover rate for permanent employees and workers

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Turnover rate for Permanent Employees (%)	11	8	11	13	12	13	13	22	13
Turnover rate for Permanent Workers (%)	3	NA*	3	3	NA*	3	2	NA*	2

*No females left the company in the reporting periods.

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. 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)
i)	SPR Engenious Limited	Wholly-owned Subsidiary	100.00	Yes
ii)	SPR EMF Innovations Private Limited (SPR EMFI) (formerly EMF Innovations Private Limited)	Step-down Subsidiary*	66.42	Yes
iii)	SPR Takahata Precision India Private Limited (SPR Takahata) (formerly Takahata Precision India Private Limited)	Step-down Subsidiary*	62.00	Yes
iv)	SPR TGPEL Precision Engineering Limited (formerly TGPEL Precision Engineering Ltd./originally Timex Group Precision Engineering Ltd.)	Step-down Subsidiary*	100.00	Yes

*The Company acquired the equity stake in SPR EMFI, SPR Takahata & SPR TGPEL through its wholly owned subsidiary SPR Engenious Limited.
The Company has also acquired 100% equity stake in Karna InterTech Private Limited on 1st April 2025.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
(ii) Turnover (in Rs.) : Rs. 31,795.09 million
Net worth (in Rs.) : Rs. 24,090.86 million

VII. Transparency and Disclosures 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)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorization of grievances if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company takes its stakeholder grievances very seriously. Towards this, we have a dedicated email ID for all stakeholders to raise their queries, concerns, or feedback by writing to compliance.officer@shrirampistons.com . <i>This mailbox is monitored/ tracked regularly to ensure timely attention.</i>	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Additionally, the Company also has a Grievance Redressal Policy to govern and provide oversight on all grievance mechanisms of the company.	Nil	Nil	-	Nil	Nil	-
Shareholders	This is dedicated for each stakeholder and communicated on a periodic basis.	Nil	Nil	-	Nil	Nil	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		46	03	The pending complaints are being actively addressed in accordance with our Grievance redressal policies and rocedures, ensuring that customer satisfaction remains at the forefront of our priorities. We appreciate the continued trust and patience of our customers as we work to resolve these matters promptly and effectively	50	Nil	Considering the normal turnaround time required to resolve consumer complaints, all the complaints have been resolved during the year for all the businesses up to customer satisfaction.
Value Chain Partners		Nil	Nil	-	Nil	Nil	-

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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and Emissions	Both	Energy and Emissions management represents both a considerable opportunity and mitigation-demanding risk for the company. On the risk front, stringent regulatory standards and the global transition towards greener manufacturing practices impose potential operational challenges and financial liabilities, particularly under the pressing threats identified by the board, such as those associated with the IC engine's viability long term. Embracing these changes presents the company with opportunities to innovate through the adoption of cleaner, more efficient technologies, enhancing operational efficiency and competitive positioning in a marketplace increasingly governed by environmental sustainability imperatives.	To address this dual aspect of risk and opportunity effectively, the company is strategically enhancing its energy management systems and targeting a reduction in emissions through several initiatives. First, significant investments are directed towards upgrading existing electrical fittings to ensure higher energy efficiency and lower emissions. The company is also expanding its reliance on renewable energy sources, aiming for a sizeable percentage of its total energy consumption to be sourced sustainably. Furthermore, continuous monitoring and reporting systems are being implemented to track progress and make data-driven adjustments promptly. These steps align with the broader ESG goals set by the board and cater to risk mitigation amidst the economic disruptions.	Positive
2	Supply Chain Sustainability	Both	The Company recognizes supply chain sustainability as both a risk and an opportunity that significantly influences its overall success. Risks arise from potential disruptions caused by economic downturns, geopolitical tensions, or environmental catastrophes, which have been exacerbated due to global instabilities. Additionally, with intensifying competition due to over-capacity and fluctuations in the replacement business, maintaining a resilient supply chain is more crucial than ever. Conversely, effectively managing these risks presents significant opportunities for boosting operational efficiency, enhancing brand reputation, and achieving compliance with increasing regulatory demands around environmental, social, and governance (ESG) standards.	To combat potential risks and harness opportunities, the company has embarked on several strategic initiatives aimed at bolstering the resilience and sustainability of its supply chain. Key among these is the diversification of supply sources to minimize dependency on any single supplier or region, thereby mitigating potential disruption risks. The company is also increasingly engaging with suppliers on sustainability practices, ensuring that they align with the company's ESG goals. This includes regular sustainability audits and collaborative efforts to improve environmental performance across the supply chain.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Employee Health, Safety, and Well-being	Opportunity	The Company views employee health, safety, and well-being as pivotal components of our strategic framework that drive substantial business value and operational excellence. By positioning these elements at the core of our operating principles, we align ourselves with international best practices, enhancing our reputation and establishing our company as a leader in workforce management. This proactive approach elevates our industry standing fostering a resilient and agile corporate culture capable of attracting and retaining exceptional talent, thereby promoting innovation and sustained productivity within our teams.	-	Positive
4	Digital Security and Data Privacy	Risk	The significance of digital security and data privacy cannot be understated, especially in an era where cyber threats are escalating in complexity and magnitude. The reliance on digital technologies for operational needs, coupled with the integration of sophisticated data-driven decision-making processes, places the company at a greater risk of cyber incidents. Such risks not only threaten the integrity of crucial business data but also pose substantial regulatory and reputational risks in case of data breaches.	To mitigate these risks, the company has adopted a robust and proactive approach towards digital security and data privacy. Our strategy is centered around implementing state-of-the-art cybersecurity technologies that encompass advanced threat detection systems and strong encryption methods to protect data integrity and confidentiality. In addition, we conduct regular security audits and vulnerability assessments to identify and rectify potential security gaps in our digital infrastructure. Employee training programs are systematically rolled out to heighten awareness of cybersecurity best practices and data privacy laws, ensuring that all employees understand their critical roles in maintaining our security posture.	Negative
5	Corporate Governance and Compliance	Opportunity	The Company's corporate governance and compliance proposes significant opportunities to strengthen the company's market position and enhance stakeholder trust. Strong governance structures support transparent decision-making processes, ethical business operations, and consistent compliance with evolving regulations. These factors are crucial amid increasing global scrutiny over corporate practices. Improved governance and strict compliance also fortify investor confidence and foster positive relationships with regulators, customers, and the community.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Talent Management and Diversity	Both	The Company recognizes talent management and diversity as a vital opportunity to enhance organizational capabilities and drive innovation. In today's competitive business environment, where talent is a critical asset, fostering a diverse and inclusive workforce enables the company to approach problems and opportunities from varied perspectives, enhancing creativity and decision-making.	The Company acknowledges that talent management and diversity also present potential risks if not effectively addressed. The inability to attract, develop, and retain skilled talent, particularly in a highly specialized manufacturing environment, can lead to operational inefficiencies, increased recruitment costs, and loss of competitive advantage. Furthermore, a lack of diversity and inclusion may hinder the company's ability to foster innovation, adapt to evolving market demands, and meet the expectations of global stakeholders. As industry standards and customer expectations continue to evolve, any gaps in managing talent or promoting an inclusive culture may pose reputational and compliance risks, impacting long-term sustainability and growth.	Positive
7	Product Innovation and Lifecycle Management	Opportunity	The Company witnesses product innovation and lifecycle management as strategic opportunities enabling the company to remain competitive in a rapidly changing automotive landscape. With the automotive industry facing external shifts such as the threat to internal combustion (IC) engines and the increasing demand for sustainable automotive solutions, the capacity to innovate and effectively manage the lifecycle of our products from design to disposal becomes crucial. Proactive management and innovation in our products allow us to meet regulatory and environmental standards and lead the market with our competitive product offerings.	-	Positive
8	Community and Social Responsibility	Opportunity	The Company understands that community and social responsibility extends beyond corporate borders and plays a critical role in sustainable business practices. Engaging proactively with the communities where we operate enhances our goodwill; it's strategically integral to our business model. The potential to bolster community relations aligns with our core values and enhances our brand reputation, potentially leading to increased business opportunities.	-	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Climate Change Adaptation and Mitigation	Both	Climate change poses unique challenges and opportunities for the company, given the inherent vulnerability of manufacturing operations to environmental impacts and the evolving regulatory landscape on emissions and sustainability. From a risk perspective, the physical impacts of climate change, including increased frequency of natural calamities, can disrupt production processes and supply chains, directly affecting operational efficiency and costs. Additionally, policy changes aiming to reduce carbon footprints and greenhouse gas emissions could impose stricter compliance requirements, affecting the production and marketability of IC engines, which are under environmental scrutiny. Conversely, these challenges present a strategic opportunity for the company to lead in sustainability by innovating and adapting products and processes that are environmentally friendly and by enhancing resource efficiency, potentially opening new markets and strengthening consumer trust in the brand as a responsible environmental steward.	To navigate the risks and seize the opportunities associated with climate change, the company is adopting a dual strategy of adaptation and mitigation. Adaptation efforts include enhancing operational resilience by incorporating third party assessments and investing in diversifying the supply chain to minimize the risk of disruption. On the mitigation front, the company is actively reducing its carbon footprint through initiatives such as improving energy efficiency in its manufacturing plants, shifting toward more sustainable energy sources, and pursuing innovations in product design to reduce environmental impact. Additionally, the company is increasing investments in research and development focused on next-generation technologies, such as electric and hybrid vehicle components, aligning with global shifts toward reducing reliance on fossil fuels.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Description		This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.								
S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No).	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Yes, the Company's governance framework ensures that key policies are approved by either the Board, or a Committee of the Board, or the MD & CEO of the Company, depending on the nature of the policy and regulatory requirements, if any. Accordingly, all policies of the Company are approved by one of these three authorities.								
	c. Web Link of the Policies, if available	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Protection Against Victimization	Y		Y		Y				
	Employment Policy			Y						
	Tax Strategy	Y								
	Stakeholder Engagement Policy				Y					
	IT-Cyber Security Policy	Y			Y					Y
	Grievance Redressal Policy – Internal				Y	Y				

	c. Web Link of the Policies, if available	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Grievance Redressal Policy-External				Y					Y
	Fair Trade Policy	Y	Y							
	Code of Ethics and Conduct	Y								
	Business Ethics Policy	Y								
	Anti-Corruption and Anti-Bribery Policy	Y			Y					Y
	Code Of Conduct For Regulating, Monitoring And Reporting Of Trades By Directors, Designated Persons And Immediate Relative Under The Sebi (Prohibition Of Insider Trading) Regulations, 2015	Y								
	Environment Protection Policy		Y				Y			
	Environment Social and Governance Policy		Y				Y			
	Equal Opportunity for Work and Pay Policy			Y					Y	
	Equal Opportunity Policy								Y	
	Human Rights Policy				Y	Y				
	Sustainable Procurement Policy						Y			
	Sustainable Supply Chain Policy		Y				Y			Y
	Policy On Related Party Transactions	Y								
	Code Of Practices & Procedures For Fair Disclosure Of UPSI	Y			Y			Y		
	Nomination & Remuneration Policy	Y								
	Whistle Blower Policy				Y			Y		
	All the policies are available at https://shrirampistons.com/investors-guide-2/									
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, all policies of the company have been translated into procedures, which are in various stages of implementation. Various executive committees designated with specific responsibilities have also been constituted for operationalizing these policies.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company carries a host of national and international codes, certifications and labels, being a manufacturer of various automotive parts. Few of our certificates include ISO 14001, ISO 45001, IATF16949, ISO 27001</p> <p>Our policies are also developed considering relevant national acts like the Factories Act, of 1948, the Companies Act of 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations of 2015, and various other Statutes which refers to National / International codes, certifications, labels and standards</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environment</p> <ul style="list-style-type: none"> To be Carbon Neutral by FY 2045. Reduce emission intensity by over 50% by FY 2030. Source 50% of total energy needs of the Company from Renewable Sources by FY 2030. Reduce water intensity by 35% by FY 2030. Eliminate Single Use Plastics by FY 2027. Reduce Waste Intensity by 5% on a year-on-year basis. Ensure Zero Waste to Landfill by FY 2030. 								

		<p>Social</p> <ul style="list-style-type: none"> • Ensure a Zero Accident Workplace. • Achieve 20% women in leadership positions by 2030. • Double the Female workforce by FY 2030. • Ensure 100% training of all contractual workers on Wellbeing and NGRBC principles by FY 2030. <p>Governance</p> <ul style="list-style-type: none"> • Ensure 100% coverage of business ethics Trainings by FY 2026.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>Environment</p> <ul style="list-style-type: none"> • Achieved target of reducing energy intensity by 31.9%. • Achieved renewable energy sourcing of 19.8%. • Reduced water intensity by 29.2%. • Total waste generated increased by 20.3% as compared to FY 2023-24. • Increased Waste Recycling by 3% compared to % of total waste recycled. • Total Waste to Landfill is 47.94 MT, as compared to 279.17 MT in FY 2023-24. <p>Social</p> <ul style="list-style-type: none"> • 03 accidents observed in the reporting period which were addressed through our grievance redressal channels. • 2.9% women in workforce as on 31st Mar. 2025. • 17.4% women in leadership positions. • 94.68% of all contractual workers trained on well-being and 09 NGRBC principles. <p>Governance</p> <ul style="list-style-type: none"> • 97% of Employees provided training on Business Ethics.
S No.	Governance, leadership, and oversight	
7	Statement by director responsible for the business responsibility report, high-lighting ESG related challenges, targets, and achievements	<p>The Company is dedicated to integrating Environmental, Social, and Governance (ESG) principles into our core operations. Our sustainability journey is characterized by various challenges, ambitious goals, and significant accomplishments. One of our main challenges is reducing our carbon footprint and managing waste effectively, which we tackle by continuously enhancing energy efficiency and adopting cleaner technologies. Socially, we prioritize the well-being and safety of our employees, especially during the ongoing pandemic, and maintain strong community relations. In terms of governance, we strive to uphold the highest standards of corporate governance and ensure compliance with evolving regulations.</p> <p>Our goals include achieving carbon neutrality by 2045 through the adoption of renewable energy and energy efficiency improvements and reaching zero waste to landfill by 2026 through robust waste management practices. We are also committed to providing a safe and healthy work environment, aiming for zero workplace accidents and enhanced employee engagement. Among our achievements, we have reduced energy consumption over the past three years, positively impacted over 1,00,000 lives through our CSR initiatives, and received recognition for our strong corporate governance practices. We believe that our commitment to ESG principles will drive sustainable growth and contribute to a better future for all.</p>

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / (ies).	Board of Directors
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>The Company has established the Environmental, Social and Governance Committee ('ESG Committee'), chaired by the MD & CEO and including Senior Management Personnel. The committee is tasked with advising and guiding the board in its oversight duties and providing recommendations on the company-wide ESG strategies and practices. The roles and responsibilities of the ESG Committee include:</p> <ul style="list-style-type: none"> • Overseeing and evaluating the alignment of the company's strategies, policies, and initiatives with emerging developments in the ESG sphere. • Incorporating relevant initiatives concerning Environment, Health and Safety, Corporate Social Responsibility, Sustainability, and other public policy-related activities and proposals. • Assessing ESG-related risks and opportunities, and overseeing the development and implementation of management's goals, standards, and metrics to measure the company's ESG performance. • Approving ESG public disclosures and managing the company's interactions with stakeholders on ESG issues, including reviewing feedback from these disclosures. • Examining processes for monitoring the company's ESG performance. • Ensuring adherence to mandatory ESG disclosures such as BRSR and reviewing their compliance consistently. • Conducting regular assessments of the company's progress in ESG matters either weekly or monthly. <p>Moreover, the Board has constituted additional committees, each responsible for specific aspects of the company's sustainability-related policies:</p> <ul style="list-style-type: none"> • Corporate Social Responsibility (CSR) Committee: This committee oversees the company's CSR projects. It proposes the annual action plan which includes resource allocation for CSR initiatives to the board for approval. • Risk Management Committee: This committee aids the board in managing various risks including strategic, financial, operational, sectoral, sustainability, ESG, information, cyber security, and compliance risks. It ensures the implementation of effective methodologies and systems to monitor and assess these risks. • Stakeholders' Relationship Committee: This committee addresses and resolves shareholder grievances concerning issues like non-receipt of annual reports, issues with the transfer and transmission of securities, and non-receipt of dividends or interest. • Audit Committee: The committee is responsible for supervising the management's financial reporting process, ensuring the accuracy, transparency, integrity, and quality of financial disclosures. It oversees the work of internal, statutory, and cost auditors and reviews the processes and safeguards in place. • Nomination and Remuneration Committee: It manages the company's nomination process and succession planning for senior management and the board. It helps identify and review candidates for executive and non-executive director positions and defines roles for independent directors. The committee also assists the board in setting compensation for the company's executive directors, KMPs, and senior management.

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	The Senior Management of the Company regularly evaluates the performance in accordance with various policies of the company. Additionally, updates regarding key elements of the policies are regularly communicated to the Board and its various committees.									Policies are reviewed periodically or on a need basis from time to time and necessary updates are made wherever required																	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adheres to all relevant regulations and addresses any instances of non-compliance. A Statutory Compliance Certificate is issued by the MD & CEO/Chief Financial Officer/the Company Secretary & Compliance Officer to the Board of Directors.									Annual Basis																	
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9	<p>No. However, as part of overseeing internal financial controls, the Board/Committees and the Senior Management ensure compliance with the policies stated above.</p> <p>The Company has obtained certifications under various national and international standards, including ISO 45001:2018/OHSAS 18001, ISO 14001:2015, ISO 9001:2015, IATF 16949:2016, ISO 27001:2022, etc. These certifications include assessments of the Company's policies by independent external assessors such as TÜV and other accredited bodies.</p> <p>Additionally, the Company has undergone independent evaluations and sustainability assessments by reputed agencies such as Dun & Bradstreet (D&B) and EcoVadis, which further validate the effectiveness and implementation of its policies across environmental, social, and governance parameters.</p>								
12.	If answer to question (1) under Policy and Management Processes 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	Not Applicable								
	The entity does not consider the principles material to its business (Yes/No)																											
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																											
	The entity does not have the financial or / human and technical resources available for the task (Yes/No)																											
	It is planned to be done in the next financial year (Yes/No)																											

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programs 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	11	Principle 1: Ethics, Code of Conduct and Governance Principle 2 to 9: BRSR Training for all BoDs An overview of the current landscape of the automotive industry, highlighting key governance and regulatory developments, global business trends, CSR and financial reporting practices. It also covers whistleblower mechanisms, related party transaction compliance, materiality policies, risk management, cybersecurity, and ESG commitments.	100%
Key Managerial Personnel	23	Principle 1: Ethics, Code of Con-duct and Governance Principle 2 to 9: BRSR Training for all BoDs Key Managerial Personnel are kept informed on relevant regula-tory updates and compliance requirements. Areas of focus in-clude corporate governance, Companies Act, SEBI regulations, ESG, cybersecurity, code of con-duct, whistleblower policy, POSH, HR and welfare policies, financial reporting, insider trading norms, related party transactions, and disclosure obligations. Global and national financial and busi-ness trends are also regularly shared.	100%
Employees (other than BoD and KMPs)	189	Principle 3: Health and Safety Principle 5: Human Rights and POSH Training sessions focused on key areas including 6Ps, POSH, risk assessment, emergency preparedness, ESG, ISO 14001 & 45001, quality tools, root cause analysis, cybersecurity, TPM, strategic planning, finance for non-finance, insider trading, customer complaint handling, team building, and employee well-being.	87.90%
Workers	2,764	Principle 3: Health and Safety Principle 5: Human Rights and POSH Awareness programs covered behaviour-based safety, fire safety, emergency preparedness, PPE usage, hand safety, and chemical handling. Sessions also focused on discipline, teamwork, factory law compliance, unconscious bias, mental wellness, workplace happiness, measurement tools and calibration, along with the associate's role in quality improvement.	94.68%

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 Principles	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	Assistant Commissioner, CGST, Bhiwadi, Alwar (Rajasthan)	Penalty of INR 1,42,52,553/- and applicable interest	Supply of storage bins and circlips be treated as mixed supply and GST be leviable at higher rate as applicable to principal supply.	Yes
	1	Dy. Commissioner of State Tax, Pune (Maharashtra)	Penalty of INR 31,57,259/- and Interest of INR 2,63,68,660/-	Alleged variation in taxable amount as per (i) E-way bills/ trial balance and GST return; (ii) tax not paid on freight outward etc.	Yes
	1	Assistant Commissioner, Sector-3 (Mobile Squad-2), Ghaziabad	Penalty of INR 8,47,826/-	Mismatch between actual vehicle no. and vehicle no. mentioned on E-way bill.	Yes
	1	Assistant Commissioner, Division-III, CGST, Ghaziabad	Penalty of INR 36,45,828/- & INR 25,000/-	Mismatch of GST between tax payable as per table 4 + tax declared in table 10 - tax declared in table 11 of annual return during FY 2017-2018.	Yes
	1	Assistant Commissioner, Division-III, CGST, Ghaziabad	Penalty of INR 80,33,150/- & interest as applicable	Company has availed or utilised wrong GST input credit.	Yes, order rectified in Company's favor.
Settlement	Not applicable				
Compounding fee	Not applicable				

Non-Monetary					
	NGRBC Principles	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred?
Imprisonment					Not applicable
Punishment					Not applicable

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.

As part of the Company's Code of Conduct, we have established anti-corruption and anti-bribery guidelines. We uphold a strict zero-tolerance policy towards corruption and bribery, enforced through our Anti-Corruption & Anti-Bribery Policy, which mandates severe consequences for anyone involved in such unethical activities. This policy applies to all employees, the Board of Directors, and senior management. It prohibits employees from offering or accepting bribes in any form, including gifts, donations, hospitality, or entertainment, from current or potential suppliers, customers, or any third parties involved in business dealings. To ensure understanding and adherence to this policy, all employees are encouraged to participate in training sessions.

The weblink of the Anti-Corruption and Anti-Bribery Policy of the Company: <https://shrirampistons.com/wp-content/uploads/2024/08/ANTI-CORRUPTION-AND-ANTI-BRIBERY-POLICY.pdf>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	NIL	-	NIL	-

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

Regulatory Action	FY 2024-25 (Current Financial Year)				
	Incident description	Number	Incident type	Corrective action	Attachment of MOM
NIL	Not Applicable				
Regulatory Action	FY 2023-24 (Current Financial Year)				
	Incident description	Number	Incident type	Corrective action	Attachment of MOM
NIL	Not Applicable				

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

(BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers) –

	FY 2024-25	FY 2023-24
Number of days of accounts payables	107	103

9. Open-ness of business:

(BRSR Core Attribute 9: Open-ness of business)

Provide details of concentration of purchase and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	19.56	18.85
	b. Number of trading houses where purchases are made from	552	676
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	15	12.75 ¹
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	28.3	30.10
	b. Number of dealers / distributors to whom sales are made	1,019	1,140
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	33.32	44
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	4.23	5.27
	b. Sales (Sales to related parties/Total Sales)	0.17	0.17
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	33	-
	d. Investments (Investments in related parties/Total Investments made)	97.86	88.56

¹SPRL has conducted a robust data management exercise in the reporting period and is considering the disclosed figures as the correct baseline for the future years of reporting.

Leadership Indicators

1. Awareness programs conducted for value chain partners (VCP) on any of the principles during the financial year:

Total number of awareness programs held for VCP	Topics / principles covered under the training	Attendance of VCP	Total VCPs	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
<p>The Company is committed to building a sustainable value chain to ensure that our collaborations are free of environmental, social, and governance concerns and that we achieve consistent and sustainable growth. The Company's business partners are an integral part of the ecosystem, and the Company encourages its business partners to be responsible corporate citizens. The Company has in place a documented Code of Conduct for Suppliers to emphasize its commitments in the areas of business integrity, human rights, labor practices, environment stewardship, etc.</p> <p>All the agreements/contracts/purchase orders entered by the Company with the business partners include stated confirmation on the above-mentioned aspects. The Code of Conduct for Suppliers is available at https://shrirampistons.com/pdf/Suppliers-code-of-conduct.pdf.</p> <p>The Company takes several initiatives to create awareness amongst its value chain partners on key issues related to the 9 Principles of the National Guidelines for Responsible Business Conduct. Company's value chain partners frequently undergo awareness sessions on the Company's Anti-Bribery and Anti-Corruption Policy, the SPRL Code of Conduct, and the Prevention of Sexual Harassment Policy. Key topics covered under these awareness sessions include Governance, Ethics, Health and Safety, Labour Practices, and Human Rights.</p>				

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 put in place robust mechanisms to identify, prevent, and address conflicts of interest involving members of its Board of Directors, in alignment with the terms of their appointment. To support this, the Company has adopted a Code of Conduct, an Insider Trading Prevention Policy, and a Related Party Transactions Policy, all of which are applicable to the Board.

These frameworks require Directors to always act in the best interests of the Company and to ensure that any external business or personal associations do not create a conflict with the Company's operations. In the event of any actual or potential conflict, the concerned Director must promptly disclose the matter and seek the necessary approvals in accordance with relevant laws and internal policies.

Furthermore, each Director is required to submit an annual declaration confirming their adherence to the Code of Conduct, including its provisions related to conflict of interest.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	100	100	The cost includes overall expenditure including the expenditure made on environmental and sustainability related projects like low-carbon transition, energy efficiency, establishing circular economy and developing techno-economic solutions.
Capex	15	11	Includes investments in CO2 and other air emission (SOx, NOx and dust) reduction, water conservation and effluent treatment, solid waste utilisation, improvement of safety and employee welfare initiatives.

The Company's Research & Development initiatives combine top-class innovation with cutting-edge technology to deliver solutions in a constantly changing world. The Company also works closely with its customers to ensure they get all the support they need to design new products and applications. The R& D center at Ghaziabad focuses on process and product research, emphasizing the on developing application technologies for current and future mobility.

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

Yes, we have established a Sustainable Supplier Assessment Framework to guide our procurement practices. Majority of our purchases by value are sourced from suppliers certified under ISO 14000 or OHSAS 18000, demonstrating a strong commitment to environmental and occupational health standards. We are dedicated to procuring high-quality components while encouraging and supporting our suppliers in complying with all relevant regulatory requirements.

Our comprehensive Sustainable Procurement Policy, publicly available at <https://shrirampistons.com/wp-content/uploads/2025/06/Sustainable-Procurement-Policy-1.pdf> emphasizes integration of Environmental, Social, and Governance (ESG) principles throughout our supply chain. The policy includes guidelines on environmental criteria, life cycle assessments, regulatory compliance, supplier collaboration, and continuous improvement.

In line with our commitment to sustainability, we have adopted several environmentally responsible practices in sourcing and operations, including:

- A strict no-use for wood and single-use plastic in our procurement and packaging processes.
- Use of recycled alloys in manufacturing to conserve natural resources and reduce environmental footprint.

We maintain accountability through robust supplier monitoring, periodic audits, and annual performance reviews. These initiatives reflect our ongoing commitment to sustainable sourcing, innovation, and alignment with global best practices.

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

17%

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.

Product	Process for Safe Reclamation
a. Plastics (including packaging)	The Company is registered as a brand owner and importer with the CPCB under the EPR obligation, in compliance with the Plastic Waste Management Rules. It has partnered with CPCB-authorized Plastic Waste Reprocessing agencies to recycle plastic waste.
b. E-Waste	The Company is registered in accordance with the E-Waste Management Rules as a producer with the CPCB and has committed to Extended Producer Responsibility (EPR). We have established collaborations with authorized e-waste recyclers who are CPCB-approved to ensure the environmentally sound management of end-of-life electronic products. This partnership aids in the responsible recycling, reusing, and safe disposal of e-waste, minimizing the environmental impact and promoting sustainability.
c. Hazardous Waste	The Company is duly registered with the Central Pollution Control Board (CPCB) as a producer under the Hazardous Waste Management Rules and is committed to compliance with its Extended Producer Responsibility (EPR) obligations. We have formed strategic alliances with CPCB-certified hazardous waste treatment and disposal facilities to ensure proper handling, treatment, and disposal of our hazardous waste. This meticulous approach allows us to not only adhere to regulatory standards but also to contribute actively to the prevention of environmental contamination and promote sustainable waste management practices. Major Hazardous Waste by the type of disposal method are listed below: <ul style="list-style-type: none"> - Oily Cotton Rags - Disposed of to the authorized party for Co-processing - Grinding Sludge - Disposed of to the authorized party for treatment & recycling - ETP Sludge - Disposed of to the authorized party for Co-processing - Used/ Waste Oil - Disposed of to the authorized party for incineration - Empty Container - Disposed of to the authorized party for treatment & recycling - Multi Effect Evaporator Salt - Disposed of to the authorized party for landfilling at Government authorized site - Aluminum Dross - Disposed of to the authorized party for recycling

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company has obtained Plastic Waste EPR registration under the Plastic Waste Management Rules, 2016. The plastic packaging introduced into the market is recycled through CPCB-authorized plastic waste re-processors. During the year 100% of the plastic packaging introduced into the market was recycled by these agencies.

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.
281	Pistons, Piston Rings, Piston Pins, Engine Valves	97	Well to Wheels	No	No

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.

There are no significant social or environmental concerns and risks which arise from the disposal of the Company's products. However, the production of our products is an energy-intensive process with a substantial emission footprint. Therefore, the Company feels a strong sense of responsibility and has committed to being Net Zero across all operations by 2045.

Name of Product / Service	Description of the risk / concern	Action Taken
Chromic acid	Health & Safety Risk	Chromic acid is used in the surface coating process. The effluent generated from the process is treated chemically at ETP. The sludge thus generated is packed in HDPE bags and sent to the authorized TSDF site for further treatment and disposal.

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 material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Raw Material - Ferrous/Non-Ferrous (Process solid waste)	58.33%	68.00%

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. Well-being of employees and workers

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,326	1,326	100	1,326	100	Not Applicable		-	-	-	-
Female	66	66	100	66	100	66	100	Not Applicable		29	43.94
Total	1,392	1,392	100	1,392	100	66	100	-	-	29	2.08
Other than Permanent Employees											
Male	88	54	61.36	54	61.36	Not Applicable		-	-	-	-
Female	12	8	66.67	8	66.67	2	16.67	Not Applicable		1	8.33
Total	100	62	62.00	62	62.00	2	16.67	-	-	1	1.00

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2,465	2,465	100	2,465	100	Not Applicable		-	-	-	-
Female	-	-	-	-	-	-	-	Not Applicable		-	-
Total	2,465	2,465	100	2,465	100	-	-	-	-	-	-
Other than Permanent Workers											
Male	5,914	5,887	99.54	5,887	99.54	Not Applicable		-	-	-	-
Female	216	216	100	216	100	194	89.81	Not Applicable		173	80.09
Total	6,130	6,103	99.56	6,103	99.56	194	89.81	-	-	173	2.82

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –
(BRSR Core Attribute 5: Enhancing Employee Wellbeing and Safety)

Cost incurred on well-being measures as a % of total revenue of the Company	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
		0.13

Note: For calculating the spending on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Life Insurance, Medical Expenses, Sports Activities, Safety excellence rewards and other relevant expenses, net of any recoveries made from the employees/workers.

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

The Company provides retirement benefits to all its employees, which are aligned with regulatory requirements and market practices. Key retirement benefits offered by the Company are:

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)
Employee Provident Fund	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employees' State Insurance (ESI)	100	100	Yes	100	100	Yes
Others – Medclaim	100	100	Yes	-	-	-

A brief description of all the schemes is provided below:

- i. **Employees' Provident Fund:** Defined contribution scheme with a lump sum payment at superannuation, applicable to the Company.
- ii. **Gratuity:** Defined benefit scheme with a lump sum payment at superannuation, applicable to the Company.

² SPRL has conducted a robust data management exercise in the reporting period and is considering the disclosed figures as the correct baseline for the future years of reporting.

- iii. **Employees' State Insurance Benefits:** The Employees' State Insurance Act is a social security legislation that provides medical care and cash benefit in the contingencies of sickness, maternity, disablement, and death due to employment injury to workers in India.
- iv. **Superannuation Fund:** Defined contribution pension scheme for permanent employees (other than permanent workers) of the Company.
- v. **National Pension Scheme:** Defined contribution retirement savings scheme applicable to the Company. The scheme is voluntary.
- vi. **Employees' Pension Scheme:** Savings scheme that assures a pension to employees after retirement, wherein a part of the employer's contribution to the Employee Provident Fund is made towards the Employee Pension Scheme.

3. Accessibility of workplaces

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

Yes. The Company ensures that its premises and offices are accessible to differently abled employees and workers, adhering to the Rights of Persons with Disabilities Act, 2016 in line with our Equal Opportunity for Work and Pay Policy. (<https://shrirampistons.com/wp-content/uploads/2024/06/EQUAL-OPPORTUNITY-FOR-WORK-AND-PAY-POLICY.pdf>) We have implemented all necessary facilities and accommodations to support accessibility. In any areas that may not yet meet these standards, the Company is proactively making modifications and improvements to achieve full compliance.

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

The Company ensures equal employment opportunities, free from discrimination based on age, color, disability, marital status, nationality, race, religion, or sex. We implement an Equal Opportunity policy to ensure non-discrimination and compliance with anti-discrimination laws. The policy covers all aspects of employment and prohibits harassment, ensuring a fair and inclusive workplace. The policy is available on the given link:

<https://shrirampistons.com/wp-content/uploads/2024/06/EQUAL-OPPORTUNITY-FOR-WORK-AND-PAY-POLICY.pdf>

5. Return to work³ and Retention rates⁴ of permanent employees and workers that took parental leave.

Particulars	Permanent Employees			Permanent Workers		
	Male	Female	Total	Male	Female	Total
Returned to work rate	-	100%	100%	-	100%	100%
Retention rate	-	100%	100%	-	100%	100%

Note: No males took paternity leave during the reporting period.

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

	Yes/No (If Yes, then give details of mechanism in brief)	Details of mechanism
Permanent Worker	Yes	The Company has established an internal grievance redressal mechanism for employees and workers, facilitated through the Human Resources department and designated compliance officers. The company ensures prompt resolution of grievances through formal channels, regular employee feedback, and adherence to its Code of Conduct. A structured system is in place for raising concerns, which are reviewed and addressed confidentially and in a timely manner.
Other than Permanent Worker	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

³ The Company has used the following formulas to calculate return to work rate, for each category of employee (male / female / others): (Total number of employees that did return to work after parental leave in the reporting period * 100) / (Total number of employees due to return to work after taking parental leave in the reporting period) = Return to work rate

⁴ Retention rate determines who returned to work after parental leave ended and were still employed 12 months later. It has been calculated using the following formula: (Total number of employees retained 12 months after returning to work following a period of parental leave * 100) / (Total number of employees returning from parental leave in the prior reporting period)

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1,392	-	-	1,367	-	-
Male	1,326	-	-	1,311	-	-
Female	66	-	-	56	-	-
Total Permanent Workers	2,465	2,465	100	2,520	2,520	100
Male	2,465	2,465	100	2,520	2,520	100
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	Total (A)	FY 2024-25				FY 2023-24				
		On health & safety measures		On skill up-gradation		Total (D)	On health & safety measures		On skill up-gradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	1,414	850	60.11	1,185	83.80	1,332	827	62	1,142	86
Female	78	33	42.31	44	56.41	57	24	42	35	61
Total	1,492	883	59.18	1,229	82.37	1,389	851	61	1,177	85
Workers										
Male	8,379	7,305	87.18	6,020	71.85	6,723	2,561	38	5,401	80
Female	216	211	97.69	216	100.00	135	92	68	99	73
Total	8,595	7,516	87.45	6,236	72.55	6,858	2,653	39	5,500	80

At SPRL, continuous employee development is a key priority. Structured training programs are conducted to enhance skills at all levels, addressing both current operational needs and future readiness. These programs cover core areas such as safety, ethical practices, organizational values, and customer orientation.

Technical and functional skill development is a major focus across manufacturing and support functions. Additionally, employees receive training in business and leadership skills to strengthen managerial capabilities. With the industry evolving rapidly, special emphasis is placed on emerging areas such as digital technologies, sustainability, and agile work practices.

Training is delivered through a combination of classroom sessions, on-the-job learning, and expert-led workshops, ensuring alignment with business goals and individual growth.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Employees						
Male	1,414	1,414	100	1,332	1,318	99
Female	78	78	100	57	57	100
Total	1,492	1,492	100	1,389	1,375	99
Workers						
Workers						
Male	8,379	8,379	100	6,723	6,268	93
Female	216	216	100	135	133	99
Total	8,595	8,595	100	6,858	6,401	93

The Company is committed to fostering a culture of continuous learning and development. It encourages employees to pursue higher education, professional certifications, and skill-enhancement programs relevant to their roles.

Support is provided through financial assistance, study leave, and access to internal and external learning platforms. These initiatives are closely integrated with the performance and career development framework, helping employees grow in alignment with their career goals and organizational needs.

10. Health and safety management system

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

The Company has successfully implemented the ISO 45001:2018 Occupational Health & Safety Management system across all manufacturing sites, providing comprehensive coverage for every employee. Each site features a dedicated Environmental, Health, and Safety (EHS) function tasked with the effective management of health and safety policies and procedures. Additionally, a Safety Committee, composed of both employees and senior management, spearheads safety initiatives at the site level. The EHS team conducts regular reviews and monitoring of safety performance, utilizing specific leading and trailing indicators to ensure compliance and efficacy. Integral to this management system are daily safety walks, regular safety training, periodic safety audits, a structured permit to work system, and rigorous contractor safety management, all of which contribute to maintaining high safety standards throughout the company's operations.

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

The Company has a comprehensive Health and Safety policy that applies to all its operating locations, outlining the necessary parameters to be followed. To identify work-related hazards and assess risks on both routine and non-routine bases, we employ several key processes:

1. Hazard Identification and Risk Assessment: Conducted at regular intervals to ensure ongoing safety. This process helps in proactively addressing potential risks before they escalate.
2. Safety Audits and Inspections: Regularly performed to identify potential hazards and ensure compliance with safety standards. These audits help maintain a high standard of safety and identify areas for improvement.
3. Employee Suggestions: Actively sought to gather insights and recommendations for improving workplace safety. This encourages a collaborative approach to safety, ensuring that all voices are heard.
4. Employee Engagement in Safety Activities: Facilitated through safety meetings, communication sessions, toolbox talks, and events like Safety Month to promote a culture of safety. These activities foster a sense of responsibility and awareness among employees.

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

Yes, the Company has established comprehensive processes to ensure the safety and well-being of its workers. The company has implemented the ISO 45001:2018 Occupational Health and Safety Management System, which provides a structured framework for identifying, assessing, and mitigating workplace hazards.

Key Components of the Hazard Reporting and Risk Mitigation Process:

1. Safety Incident Reporting System:

- Workers are encouraged to report accidents, near misses, and identified safety hazards through a formal reporting system.
- Reports are directed to the Environment, Health, and Safety (EHS) department for prompt investigation and corrective action.

2. Toolbox Talks and Safety Committees:

- Regular toolbox talks are conducted to raise awareness about potential hazards and safe work practices.
- Site-level safety committees, comprising workers and management, meet periodically to discuss safety concerns and implement preventive measures.

3. Training and Awareness Programs:

- Employees receive periodic training on hazard identification, risk assessment, and safe work procedures.
- Training programs are designed to empower workers to recognize hazards and take appropriate actions to mitigate risks.

4. Provision of Personal Protective Equipment (PPE):

- All employees are equipped with appropriate PPE to protect against identified hazards.
- Regular checks are conducted to ensure the proper use and maintenance of PPE.

5. Empowerment to Remove Themselves from Unsafe Conditions:

- Workers are empowered to stop work if they perceive an immediate threat to their health or safety.
- A non-punitive approach is adopted to encourage workers to report unsafe conditions without fear of retaliation.

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

Yes, employees at the Company have access to a range of non-occupational medical and healthcare services. The company recognizes the importance of supporting the overall well-being of its workforce, and as part of its commitment to employee health, the Company offers various health and wellness initiatives. These include regular medical check-ups, free diagnostic camps, and awareness programs on preventive healthcare. Additionally, the Company ensures that employees have access to necessary medical examinations and treatments to promote their long-term health.

**11. Details of safety related incidents, in the following format:
(BRSR Core Attribute 5: Enhancing Employee Wellbeing and Safety)**

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.048	0
Total recordable work-related injuries	Employees	0	0
	Workers	3	0
Number 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

In line with the Company's Health and Safety policy, various measures are taken to ensure a safe and healthy workplace for all employees and workers. The Company invest in technologies and processes to minimize manual interaction with machines and ensure compliance with statutory norms through safety audits.

Additionally, we design new facilities using the latest technology and incorporate comprehensive safety measures to minimize health risks. Recognizing our workforce as our most valued asset, we are dedicated to their safety and well-being. Measures implemented at all locations include:

1. Providing medical insurance coverage to all employees.
2. Ensuring first aid and other medical services are readily available at all locations.
3. Training personnel on best safety procedures and skills for efficient and safe duty performance.
4. Regular mock drills are conducted to assess the adequacy and readiness of the response plan. All incidents, near-misses, and observations are thoroughly investigated to implement timely mitigation measures.
5. Carefully monitoring occupational health to ensure processes are safe and do not harm personnel.

6. Qualified safety officers act as dedicated health and safety coordinators on the shop floor, ensuring the implementation of safe work practices. These coordinators, along with the central safety team, conduct regular safety walkthroughs.
7. Implementing inspection systems and conducting regular audits to identify and mitigate potential safety and health issues.

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

	FY 2024-25			FY 2023-24		
	Filed during the Year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	0	-	5	0	-
Health & Safety	1	0	-	0	0	-

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.

Every safety incident and near-miss are subject to a detailed investigation, and appropriate risk mitigation measures are implemented based on the established standards for incident classification, reporting, and investigation. When an incident is reported, various methodologies are used to investigate and identify the root cause. The investigation team presents corrective and preventive measures, which are reviewed at multiple management levels. These corrective actions are then implemented across all locations. Some actions taken to improve safety conditions on the shop floor include:

1. Installing static charge dissipaters in fire-prone areas.
2. Adding hose reels at specific locations.
3. Installing hand railings around fire extinguishers to prevent collisions.
4. Providing fire suppression systems in exhaust ducts.
5. Acoustic enclosure on vibrating machines, etc.

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, we provide life insurance and compensation packages to employees and workers in the event of death or permanent disability due to medical reason.

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

The contract between the Company and its suppliers incorporates statutory provisions including payment and deduction of statutory dues. The suppliers are responsible for adherence to various statutes required for their operations, whilst the Company is responsible as a principal employer.

The Company periodically conducts due diligence to ensure that value chain partners deduct and deposit the required statutory fees. This is also reviewed as part of our internal audit process. Additionally, we regularly engage with value chain partners to educate them about responsible business practices and ensure their adherence to statutory requirements.

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

Total no. of affected employees/ workers		
	FY 2024-25	FY 2023-24
Employees	Not applicable	Not applicable
Workers	Not applicable	Not applicable
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY 2024-25	FY 2023-24
Employees	Not applicable	Not applicable
Workers	Not applicable	Not applicable

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

The Company is dedicated to supporting its employees through significant career transitions, such as retirement or termination of employment. To facilitate these transitions smoothly, the Company focuses on maintaining open lines of communication and consultation. Employees are encouraged to actively engage with the human resources team, allowing them to clarify any uncertainties and receive personalized advice tailored to their specific circumstances.

In line with this approach, the Company considers offering opportunities for contractual employment to retiring individuals on a case-by-case basis. This thoughtful evaluation ensures that support is customized to meet individual needs while aligning with the operational capabilities of the Company. This is part of our broader commitment to provide personalized support to our employees as they prepare to transition out of their roles.

Furthermore, recognizing the importance of health care benefits, the Company ensures that retirees continue to receive medical insurance coverage.

PRINCIPLE 4: Businesses should respect and prompt the well-being of all employees, including those in their value chains

Essential Indicators

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

Creating sustainable value for stakeholders is central to the management strategy of the Company. We regularly engage with its stakeholders to understand their evolving needs, interests, and expectations. This engagement fosters mutual trust and close collaboration, recognizing that long-term value is co-created both within and outside the organization.

Stakeholder Identification Approach:

Stakeholders are identified based on two key criteria:

- i. Their influence on the Company's internal decisions, policies, and operations, and
- ii. The extent to which they are affected by the Company's business activities and strategic choices.

This dual perspective ensures that the Company's stakeholder engagement remains relevant, inclusive, and responsive.

Key Stakeholder Groups:

I. Internal Stakeholders:

- **Employees:** Considered a core asset, employees are engaged through structured communication, development opportunities, and a safe, inclusive, and healthy work environment. The company ensures equal opportunity and fair labor practices across all operations.
- **Senior Management and Board of Directors:** Responsible for upholding the highest standards of governance, integrity, and compliance, the leadership team ensures ethical conduct and oversight of sustainability and stakeholder concerns.

II. External Stakeholders:

- **Value Chain Partners (Suppliers, Dealers, and Distributors):** We maintain long-term relationships with partners based on mutual growth, transparency, and adherence to ethical business practices. Regular interactions help align them with the company's quality, sustainability, and compliance expectations.

- **Consumers:** We are committed to delivering high-quality products and services that meet safety and performance standards, along with robust after-sales support to ensure customer satisfaction.
- **Broader Community:** Our CSR initiatives are guided by its commitment to inclusive development. We actively engage in areas such as education, healthcare, sanitation, and environmental conservation, especially in communities around its operational sites.

Engagement is carried out through a variety of formal and informal channels, including employee feedback systems, vendor meetings, customer service platforms, community consultations, audits, surveys, and structured board-level reviews.

By systematically identifying and engaging with its key stakeholders, we ensure that stakeholder voices are incorporated into business strategy, risk management, and sustainability initiatives, thus reinforcing the company's long-term commitment to responsible business conduct.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees & Workers	No	E-mails, internal newsletters, communication meetings, leadership site visits and interactions, employee engagement survey, Induction and regular training programs, toolbox talks, regular drills on safety.	Regularly	The Company's vision and mission, business performance and plans, employee welfare, health and safety, and support from management are all key focuses. Additionally, addressing workplace hazards and controls, promoting skill development, recognizing and rewarding employees, and raising awareness about core values are essential aspects.
Investors	No	Annual General meeting, corporate website, Annual Report, social media earning calls (maiden call), press releases, grievance redressal mechanism, newspaper, publications, emails & text messages.	Quarterly	Enhanced profitability and organizational growth, clear and effective communication, investor relations, and robust corporate governance practices
Regulatory Authorities	No	Periodic reports, regular direct and indirect interactions through industrial associations and other bodies.	Monthly/ Annually	Adherence to rules and regulations, timely submission of statutory reports, and addressing any issues raised by government or regulatory authorities.
Communities	Yes	Open dialogue with local communities, need based surveys to understand the community requirements, awareness meets and Health camps.	Regular engagement	Health and hygiene in rural communities, education and infrastructure development, and water conservation.
Value Chain Partners	No	Regular meeting with the suppliers, plant visits, Interactions on a regular basis.	Regular engagement	Share best practices among industries, competency development of local vendors, rewards and recognitions.
Customers	No	Regular personal interactions and discussions, market surveys, customer surveys, plant visits.	Regular engagement	Quickly addressing customer complaints, prioritizing product/ service quality and timely delivery, and fostering customer trust.

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 institutionalized stakeholder engagement through designated Board-level committees. The Stakeholders Relationship Committee (SRC) reviews all shareholder-related matters, ensuring transparency and responsiveness. The Corporate Social Responsibility (CSR) Committee oversees the planning, implementation, and review of the Company's CSR programmes.

Stakeholder consultations on key topics such as ESG, EHS, and sustainability are conducted regularly through structured mechanisms like employee interactions, community engagement, supplier dialogues, and customer feedback. Insights and developments from these engagements are reviewed by senior management and escalated to the Board. The Board is kept informed of these matters and provides guidance and feedback as necessary, ensuring that stakeholder perspectives are integrated into strategic decisions.

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

Yes, the Company's stakeholder consultation process is used to periodically appraise ESG risks and environmental and social topics that pose opportunities to business. Our customers provide us deep insight into topics such as carbon neutrality, energy investments in renewables, among others. The Company works to align policies and procedures to ensure greener products and practices with oversight of robust policies informed by our stakeholders. Our alignment with our customer policies to ensure synergy and engagement with value chain are also key activities to ensure inputs are incorporated.

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

The Company actively identifies and engages with vulnerable and marginalized stakeholder groups through structured community needs assessments and stakeholder consultations. Based on these inputs, the Company implements focused CSR initiatives designed to promote inclusive development.

Key areas of intervention include:

- Preventive healthcare in underprivileged communities
- Support to old age homes and elderly care initiatives
- Educational assistance to students from disadvantaged backgrounds
- Skill development and vocational training for unemployed youth and women
- Assistance and inclusion programs for persons with disabilities
- Women empowerment through self-help initiatives and livelihood support
- Rural development and infrastructure improvement in underserved areas

Each program is monitored by dedicated project committees that track implementation, address grievances, and take timely action where needed. Feedback from stakeholders is routinely incorporated to ensure relevance and effectiveness.

The Company's commitment to equitable and inclusive growth ensures that the concerns of vulnerable groups are addressed in a responsive, transparent, and sustained manner.

PRINCIPLE 5: Businesses should respect and promote human rights
Essential Indicators
1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

The Company provides regular training to all employees on its Code of Conduct and Ethics, which emphasizes integrity, fairness, and respect for human rights. The Code covers key areas such as non-discrimination, prevention of harassment, and compliance with laws. These trainings ensure employees uphold ethical standards and promote a respectful, inclusive workplace.

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,392	413	29.67	1,367	695	51
Other than Permanent	100	6	6.00	22	8	36
Total Employees	1,492	419	28.08	1,389	703	51
Workers						
Permanent	2,465	1,794	72.78	2,520	2,520	100
Other than Permanent	6,130	3,310	54.78	4,338	3,925	90
Total Workers	8,595	5,104	60.00	6,858	6,445	94

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

100% of employees and workers of the Company are paid more than or equal to the minimum wage, as applicable in their respective jurisdiction.

Category	FY 2024-25 ⁵					FY 2023-24*				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,326	0	0	1,326	100	1,311	2	0.1	1,309	99.85
Female	66	0	0	66	100	56	-	-	56	100
Other than Permanent										
Male	88	0	0	88	100	21	-	-	21	100
Female	12	0	0	12	100	1	-	-	1	100
Workers										
Permanent										
Male	2,465	0	0	2,465	100	2,520	-	-	2,520	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	5,914	1,455	24.60	4,459	75.40	5,286	1,223	23.1	4,063	76.86
Female	216	37	17.13	179	82.87	135	2	1.4	133	98.52

⁵ Please note that last year reporting only consisted of Ghaziabad and Pathredi plants. However, the boundary of reporting has expanded in this reporting period to include assembly units of the Company. Hence, the performance data of current year are not strictly comparable with the last year.

* The Wages data for FY 2023-24 has been restated in this BRSR due to a correction in the calculation methodology identified during the current reporting cycle. The revised figures replace those reported in previous year's BRSR.

3. Details of remuneration/salary/wages
a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. in Million)	Number	Median remuneration/ salary/ wages of respective category (Rs. in Million)
Board of Directors (BoD)	7	3.40	3	6.10
Key Managerial Personnel	4	50.57	0	Not Applicable
Employees other than BoD & KMP	1,324	0.80	66	0.81
Workers (Permanent)	2,465	0.49	0	Not Applicable

b. Gross wages paid to females as % of total wages paid by the entity, in the following format: (BRSR Core Attribute 6: Enabling Gender Diversity in Business)

	FY 2024-25	FY 2023-24
Gross wages paid to females as % to total wages	2.8	2.3

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, Ms. Poonam Bharti, the Chief Human Resources Officer, is responsible for addressing any human rights issues related to the business. The Company also has a Human Rights Policy, Code of Conduct & Ethics and POSH Policy designed to promote and protect human rights within the organization, its operations, and supply chain. The policy ensures no retaliation against employees or associates who raise concerns. We are dedicated to upholding fundamental human rights principles, ensuring fair treatment, dignity, and equality for all individuals associated with us, including employees, contractors, customers, and stakeholders. The policy aims to create a positive and inclusive work environment while adhering to international human rights laws and conventions. Additionally, an ESG Steering Committee meets quarterly to address any human rights impacts or issues related to the business.

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

The Company recognizes the vital role businesses play in safeguarding human rights and is committed to upholding these rights for employees, communities, contractors, and suppliers. We provide a safe and supportive work environment for all. Transparency and openness are core values at every level. Employees are encouraged to share their concerns with their reporting manager or Senior Management members, and they can also independently contact the Human Resources department. We maintain an open-door policy, allowing any employee, regardless of hierarchy, to access Senior Management. Additionally, the Code of Conduct for Employees and the Whistle Blower Policy enable employees to anonymously report any suspected or actual misconduct, including human rights grievances. No reprisal or retaliatory action is taken against any employee or affiliate for raising concerns under this policy.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other Human rights related issues	Nil	Nil	-	Nil	Nil	-

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:
(BRSR Core Attribute 6: Enabling Gender Diversity in Business)**

	FY2024-25 Current Financial Year	FY2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company upholds the principle of natural justice and ensures the complainant's confidentiality is maintained throughout and after the complaint resolution process. Senior members of the organization, trained in handling complaints, the rights of complainants, and the appropriate sensitivity and judgment, manage these complaints. They ensure full confidentiality to protect the complainant during and after the resolution. The complainant is safeguarded against any adverse actions, including harassment, unfair termination, demotion, suspension, and biased behavior.

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

Yes, all essential human rights requirements are included in business agreements and the Code of Conduct with business partners. Additionally, the Code of Conduct for Business Partners applies to all suppliers and service providers, expecting them to respect human rights and avoid causing or contributing to human rights violations through their business activities.

10. Assessments for the year:

	% of Plants/ 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

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

In our ongoing commitment to uphold the highest standards of ethics and compliance within our operations, we conducted a thorough assessment focusing on Child Labor, Forced or Involuntary Labor, Sexual Harassment, Discrimination at the Workplace, and Wages. We are pleased to report that this evaluation revealed no significant risks or concerns in these critical areas. Given the absence of identified risks, there have been no corrective actions required or initiated. Our compliance with established policies and legal frameworks in these domains remains steadfast, underscoring our commitment to responsible and ethical business practices. We continue to prioritize regular monitoring and conduct extensive training to ensure our workforce is not only aware but also proactive in maintaining these standards.

Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/ complaints as there was no complaint/grievance related to human rights during the year.

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

The Company conducts comprehensive human rights due diligence to ensure the protection and promotion of human rights across its operations and supply chain. This due-diligence process includes:

- **Assessment of Risks:** Identifying and evaluating potential human rights risks associated with business activities, including those related to employees, contractors, suppliers, and communities.

- **Policy Implementation:** Ensuring that all business agreements and contracts include critical human rights requirements, and that the Code of Conduct for Business Partners is adhered to by all suppliers and service providers.
- **Monitoring and Reporting:** Regularly monitoring compliance with human rights standards and reporting any violations or concerns. This includes maintaining transparency and openness at all organizational levels.
- **Training and Awareness:** Providing training to senior members and other relevant personnel on handling human rights complaints, ensuring sensitivity, confidentiality, and appropriate judgment.
- **Grievance Mechanisms:** Establishing mechanisms such as the Whistle Blower Policy to allow employees to report any suspected or actual misconduct anonymously, including human rights grievances, without fear of retaliation.

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, necessary arrangements are made to ensure accessibility for employees and workers with disabilities. We offer training and sensitization sessions to promote awareness and understanding of the challenges faced by differently abled individuals, fostering a more inclusive work environment.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: (BRSR Core Attribute 3: Energy footprint)

Parameter	Units	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	1,58,692.67	94,580.78
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	1,58,692.67	9,45,80.78
From non-renewable sources			
Total electricity consumption (D)	GJ	5,52,039.64	5,89,021.26
Total fuel consumption (E)	GJ	88,565.13	84,355.54
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	6,40,604.77	6,73,376.80
Total energy consumed (A+B+C+D+E+F)	GJ	7,99,297.43 ⁶	7,67,957.59
Energy intensity per rupee of turnover	GJ/ Million INR	25.14 ⁷	25.99
Energy intensity per rupee of turnover adjusted for Purchasing Power	GJ/ Million USD	519.42	537.20
Energy intensity in terms of physical output*	-	-	-

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

No

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

No site/facilities of the Company are classified as designated consumer under the Performance, Achieve, and Trade (PAT) scheme.

⁶ Please note that last year reporting only consisted of Ghaziabad and Pathredi plants. However, the boundary of reporting has expanded in this reporting period to include assembly units of the Company. Hence, the performance data of current year are not strictly comparable with the last year.

Note: For consistency, 2023–24 data has been converted to the current year's units. Last year, the data was reported in MJ, MJ/lakh INR. Now 2023-24 figures are in GJ, GJ/million INR, and GJ/million USD (PPP).

⁷ If we consider the boundary to be uniform from last year, the Energy Intensity would have been 25.08 GJ/Million INR.

*Since SPRL is revisiting its data management approach from FY 2024-25 onwards, the weight of finished goods for all our products will be assurance-ready by next year reporting cycle. The Company will disclose its energy, water and waste intensity as per physical output from next reporting cycle onwards.

3. Provide details of the following disclosures related to water, in the following format:
(BRSR Core Attribute 2: Water footprint)

Parameter	Units	FY 2024-25	FY 2023-24
Water withdrawal by Source (in kilolitres)			
(i) Surface water	KL	214.1	-
(ii) Groundwater	KL	3,75,778.83	3,85,180
(iii) Third party water	KL	1,975.20	-
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	22.00	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	3,77,990.13	3,85,180
Total volume of water consumption (in kilolitres)	KL	3,61,117.03 ⁸	3,66,585
Water intensity per rupee of turnover	KL/Million INR	11.36⁹	12.41
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	KL/Million USD	234.67	256.44
Waste intensity in terms of physical output*	-	-	-

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

4. Provide the following details related to water discharged: (BRSR Core Attribute 2: Water footprint)

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	154 KL	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	16,719 KL	18,595 KL
- No treatment	2,170 KL	-
- With treatment - please specify level of treatment	14,549 KL	18,595
	Primary Treatment	Tertiary Treatment + RO
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	16,873.10 KL	18,595 KL

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

No

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

Our plant operations in India are strategically located in Ghaziabad, Uttar Pradesh and Pathredi, Rajasthan, with significant advancements in sustainable water management. Both the plants have successfully achieved Zero Liquid Discharge (ZLD) status, effectively eliminating liquid waste by treating and recycling water back into the process and horticulture.

These facilities have on-site Effluent Treatment Plants (ETP), Sewage Treatment Plants (STP), and Reverse Osmosis (RO) systems. The treated water is recycled for various on-site processes and secondary uses such as toilet flushing and maintaining the greenbelt areas within the premises.

⁸Please note that last year reporting only consisted of Ghaziabad and Pathredi plants. However, the boundary of reporting has expanded in this reporting period to include assembly units of the Company. Hence, the performance data of current year are not strictly comparable with the last year.

Note: For consistency, 2023-24 data for water intensity has been converted to the current year's units. Last year, waste intensity was reported in L/Lakh INR. Now 2023-24 figures are in KL/million INR.

⁹If we consider the boundary to be uniform from last year, the water intensity would have been 11.27 KL/Million INR.

*Since SPRL is revisiting its data management approach from FY 2024-25 onwards, the weight of finished goods for all our products will be assurance-ready by next year reporting cycle. The Company will disclose its energy, water and waste intensity as per physical output from next reporting cycle onwards.

The management and disposal of treated effluents adhere strictly to the consent orders issued by the respective State Pollution Control Boards. Our compliance with these regulations underscores our commitment to environmental stewardship particularly in the areas of water treatment and reuse.

Looking ahead, we are committed to a comprehensive strategy focusing on responsible water sourcing and efficient utilization. We continuously strive to reduce freshwater consumption by increasing the use of treated water in our operational processes and for sanitation purposes. Furthermore, we are enhancing our water conservation measures through expanded rainwater harvesting and recharge initiatives both within and external to the plant areas. This approach not only supports our production needs but also bolsters our environmental and community engagement commitments.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24 ¹⁰
NOx	MT	1.653	3.480
SOx	MT	0.056	0.068
Particulate matter (PM)	MT	0.205	0.438
Volatile organic compounds (VOC)	NIL	0	0

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

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: (BRSR Core Attribute 1: Green-house gas (GHG) footprint)

Parameter	Unit	FY 2024-25 ¹¹	FY 2023-24 ¹²
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	5,744	5,174
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	1,11,478	1,16,648
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per Million INR	3.69 ¹³	4.12
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO2 equivalent per Million USD	76.18	85.22
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	-	-	-

**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. GHG numbers for few months have been assured by third party.

¹⁰For consistency, the units for 2023-24 data have been converted to the current year's unit. Last year air emissions were reported in mg/m3. Now 2023-24 figures are in MT.

¹¹Please note that last year reporting only consisted of Ghaziabad and Pathredi plants. However, the boundary of reporting has expanded in this reporting period to include assembly units of the Company. Hence, the performance data of current year are not strictly comparable with the last year.

Note: For consistency, 2023-24 data for total scope 1 & 2 intensity has been converted to the current year's units. Last year, the total scope 1 & 2 intensity was reported in MTCO2e/Lac INR. Now 2023-24 figures are in MTCO2e/million INR and MTCO2e/million USD (PPP).

¹²The Scope 1 & 2 emissions data for FY 2023-24 has been restated in this BRSR due to a correction in the calculation methodology identified during the current reporting cycle. The revised figures replace those reported in previous year's BRSR.

¹³If the boundary remains the same as the previous year, the Emission Intensity would be 3.68 MT CO2e/Million INR.

*Kindly Note: Since SPRL is revisiting its data management approach from FY 2024-25 onwards, the weight of finished goods for all our products will be assurance-ready by next year reporting cycle. The Company will disclose its energy, water and waste intensity as per physical output from next reporting cycle onwards.

Note: Scope 1 & 2 2024-25 GHG Emissions data above includes Pathredi, Ghaziabad, head office, and assembly units. Excluding assembly units, figures align with previous years, reflecting only Pathredi, Ghaziabad, and HO:

Emissions	Unit	BRSR 2023-24	BRSR 2024-25
Scope 1	tCO2e	5,174	5,720
Scope 2	tCO2e	1,16,648	1,11,174
Total Scope 1 & 2	tCO2e	1,21,822	1,16,894

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

Yes, the Company is dedicated to reducing greenhouse gas (GHG) emissions from our operations. We have initiated several projects to enhance our use of renewable energy, which have collectively led to a significant reduction in CO2 emissions.

- 20% electricity consumed is from renewable sources i.e., solar energy.
- The Company is also using PNG to reduce emissions from fossil fuels.
- The Company has installed solar streetlights to replace LED lights.
- The Company has replaced conventional fans with BLDC fans.
- The Company is saving power by
 - o Modifying machines and improving processes.
 - o Upgrading electrical controls on holding furnaces and converting from two-phase to three-phase electric power for energy savings.
 - o Retrofitting energy-efficient EC fans in comfort air cooling units and cooling towers.
 - o Installing an intelligent evaporator for final water treatment.
 - o Implementing a contactless temperature monitoring system.

9. Provide details related to waste management by the entity, in the following format: (BRSR Core Attribute 4: Embracing circularity – details related to waste management by the entity)

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	177.22	156.38
E-waste (B)	7.61	7.67
Bio-medical waste (C)	-	0.11
Construction and demolition waste (D)	-	324
Battery waste (E)	22.41	4.14
Radioactive waste (F)	-	-
Other Hazardous Waste. Please specify, if any. (G)	4,666.25	4,255.81
Other Non Hazardous Waste (H) - Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	22,686.16	18,315.36
Total Waste Generated (in metric tonnes)	27,559.67¹⁴	23,063.47
Waste intensity per rupee of turnover (MT/Million INR)	0.87 ¹⁵	0.78
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/Million USD)	17.91	16.13
Waste intensity in terms of physical output*	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	17,651.06	14,080.32
(ii) Re-used	35.19	-
(iii) Other recovery operations	799.43	-
Total	18,485.68	14,080.32
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	408.93	318.81
(ii) Landfilling	47.94	279.17
(iii) Other disposal operations	3,896.10	8,143.21
Total	4,352.97	8,741.18

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

¹⁴Please note that last year reporting only consisted of Ghaziabad and Pathredi plants. However, the boundary of reporting has expanded in this reporting period to include assembly units of the Company. Hence, the performance data of current year are not strictly comparable with the last year.

Note: For consistency, 2023-24 data for waste intensity has been converted to the current year's units. Last year, the data was reported in KG/Lakh INR. Now 2023-24 figures are in MT/million INR.

¹⁵If the boundary remains the same as the previous year, the waste intensity would also remain the same as reported for FY 2024-25.

*Kindly Note: Since SPRL is revisiting its data management approach from FY 2024-25 onwards, the weight of finished goods for all our products will be assurance-ready by next year reporting cycle. The Company will disclose its energy, water and waste intensity as per physical output from next reporting cycle onwards.

(Yes/No) 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 prioritizes responsible waste management to minimize environmental impact. Our system sorts of waste at the source into categories like recyclables, organic matter, and non-recyclables, ensuring proper disposal through Pollution Control Board-approved vendors.

We also treat wastewater from our facilities using ETP and STP systems, and we are committed to reducing the use of toxic chemicals in these processes and our cleaning routines.

Our waste management practices comply with the consent orders and hazardous waste authorizations issued by the respective State Pollution Control Boards. We have integrated the 3R (Reduce, Reuse, Recycle) waste management principles into our decision-making processes. Our operations are dedicated to initiatives focused on waste elimination, minimization, and recycling, in line with legal requirements and available opportunities.

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

S.No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Details of fines / penalties / action	Corrective action taken, if any
Not Applicable					

Leadership Indicators

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

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

- i) **Name of the Area:** Pathredi, Rajasthan
- ii) **Nature of Operations:** Manufacturing

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

Parameter	Units	FY 2024-25	FY 2023-24
Water withdrawal by Source (in kilolitres)			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	1,13,502.83	1,14,746
(iii) Third party water	KL	237.75	-
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	-	-
Total volume of water withdrawal (in kilolitres)	KL	1,13,740.6	1,14,746
Total volume of water consumption (in kilolitres)	KL	1,13,740.6	1,14,746
Water intensity per rupee of turnover (Water consumed / turnover)	KL / Million INR	3.58	3.88
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	KL	-	-
- No treatment	KL	-	-
- With treatment - please specify level of treatment	KL	-	-
(ii) Into Groundwater	KL	-	-
- No treatment	KL	-	-
- With treatment - please specify level of treatment	KL	-	-
(iii) Into Seawater	KL	-	-
- No treatment	KL	-	-
- With treatment - please specify level of treatment	KL	-	-
(iv) Sent to third-parties	KL	-	-
- No treatment	KL	-	-
- With treatment - please specify level of treatment	KL	-	-
(v) Others	KL	-	-
- No treatment	KL	-	-
- With treatment - please specify level of treatment	KL	-	-
Total water discharged (in kilolitres)	KL	-	-

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

No

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

Not applicable. The Company operates from sites which are located in industrial areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
i)	Energy Conservation	<ul style="list-style-type: none"> Wall Bracket fans replaced with BLDC fan motors. Thyristor based heating in furnaces. Heat load balancing in melting furnace. 	The use of the latest technology and solutions has resulted in a significant reduction in energy consumption.
ii)	Use of renewable energy	We have taken significant strides by enhancing the use of renewable energy within the organization.	The strategic adoption of renewable energy sources has resulted in a significant reduction of the carbon emissions, exemplifying our dedication to environmental sustainability.
iii)	Recycling of wastewater	We have taken a significant step towards environmental conservation by installing in-house ETP/STP and RO water treatment plants to achieve zero liquid discharge status.	The recycling and re-using of processed water allows to reduce our water footprint and promote sustainable water management.

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

Yes, the Company has a Business Continuity Plan and a Disaster Management Plan to address potential disruptions to business activities or processes. Business Continuity Planning ensures the adequacy of existing systems and processes to prevent and recover from potential risks, maintaining the delivery of products or services at predefined acceptable levels after a disruptive incident. Comprehensive Business Continuity Plans cover all aspects of operations and are tested periodically. Risks are mapped based on their likelihood and impact. Regular audits and mock drills are conducted to strengthen the system and verify the effectiveness of emergency response procedures. Additionally, regular training is provided to all relevant personnel on the use of equipment like fire extinguishers and First-Aid treatment.

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

No, there is no significant adverse impact to the environment, arising from the value chain of the entity.

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

The Company assessed maturity level and impact of 51.71% of raw material and packaging material suppliers.

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 : 11

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Confederation of Indian Industry (CII)	National
2	Indo-German Chamber of Commerce	International
3	Automotive Component Manufacturers Association of India	National
4	Engineering Export Promotion Council	National
5	PHD Chamber of Commerce and Industry	National
6	Indian Trade Promotion Organisation	National
7	Association Chamber of Commerce & Industry of Uttar Pradesh	National
8	Aluminium Association of India	National
9	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
10	The Associated Chambers of Commerce & Industry in India (ASSOCHAM)	National
11	Institute of Directors	International

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

Name of authority	Brief of the case	Corrective action taken
No corrective actions applicable as no issues related to anti-competitive conduct observed		

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes /No)	Relevant Web link
Not Applicable, as no Social Impact Assessments (SIA) were required to be undertaken under applicable laws.					

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable as no projects have ongoing or required R&R efforts.						

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

The Company collaborates closely with the community in designated areas to implement Corporate Social Responsibility (CSR) initiatives. Our CSR department has established a feedback mechanism across all its projects, allowing any aggrieved individual or group to express their concerns either annually or as needed. This system ensures ample opportunities for the community to voice and address their concerns. Impact studies are carried out by third party to assess the impacts through engagement of our community programs.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers: (BRSR Core Attribute 7 : Enabling Inclusive Development)

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	9.08	6.77
Directly from within India	88.69	79.10

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 (BRSR core attribute 7: Enabling Inclusive Development)

Location	FY 2024-25	FY 2023-24
Rural	23	24
Semi-urban	-	-
Urban	-	-
Metropolitan	77	76

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable, as no negative social impacts have been identified	

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

State	Aspirational District	Amount spent (in INR)
Not Applicable, as there are no CSR projects undertaken in designated aspirational districts		

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- b. From which marginalized /vulnerable groups do you procure?
Not applicable
- c. What percentage of total procurement (by value) does it constitute?
Not applicable

4. Details of beneficiaries of CSR Projects

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Ghaziabad			
1	Old Age Home	1,265	100
2	Mobile Medical Unit	51,709	100
3	Karate Classes	402	100
4	Gurunanak Girls Inter College	600	100
5	Medical Dispensary - 1	13,200	100
Pathredi			
6	Medical Dispensary - 2	37,174	100
7	Silai School	400	100
8	PM Shri Government Girls School	922	100
Total Beneficiaries		1,05,672	100

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

Essential Indicators

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

The Company prioritizes customer complaints, emphasizing agility, transparency, and a solution-oriented approach to resolve them efficiently and satisfactorily. We offer multiple channels for customers to raise queries, complaints, and provide feedback. The Sales and QA teams maintain regular contact with customers to ensure timely resolution of their concerns. Additionally, customers can voice their concerns through a specific email address or phone number listed on the product packaging.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Our products carry the safe handling and safety warnings as relevant as per applicable rules, laws and labeling requirements.
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

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

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

	Number	Reasons for Recall
Voluntary Recalls	Nil	Not Applicable
Forced Recalls	Nil	Not Applicable

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

Yes, the Company has a policy on Information Security Policy and risk related to data privacy.

The weblink for the policy is : <https://shrirampistons.com/wp-content/uploads/2024/08/IT-CYBER-SECURITY-SECURITY-POLICY.pdf>

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.

Not applicable as organization does not provide any essential services

7. Provide the following information relating to data breaches: (BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers)

a. Number of instances of data breaches

NIL

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

Not applicable

c. Impact, if any, of the data breaches

No impacts as no data breaches recorded.

Leadership Indicators

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

Information is disseminated through our website, Annual Report, social media platforms, and media advertisements/publications. Details about all the products and services offered by us can be found at <https://shrirampistons.com/>

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

The Company provides extensive training to Channel Partners on the safe installation of products. This training manual is included in the product catalogue, and a fitment guide is also part of the product packaging. During the training sessions, Channel Partners are educated on the safe usage of the products.

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

Not applicable as the Company does not provide essential services to its customers.

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 regarding 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)

Yes, the company ensures that all required information is properly displayed on product labels in accordance with applicable rules and regulations. Additionally, safe fitment information is included in the catalogue and on a slip inside the packaging box.

We maintain constant communication with customers through an extensive sales channel and stay updated on all customer feedback. We have also conducted formal surveys as part of our quest to win the TPM Excellence Award from JIPM, Japan.