

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

INTRODUCTION

This report has been prepared in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). It aims to showcase enhanced transparency around how businesses are creating value by contributing towards a sustainable economy.

As this is the first year of reporting of BRSR for Shriram Pistons & Rings Limited (SPRL), the report has been prepared on best effort basis. This report underlines our incessant effort to create long-term value for our stakeholders, as we contribute towards promoting sustainable development.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN)	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,
5.	Corporate address	Kasturba Gandhi Marg, New Delhi- 110001
6.	E-mail	compliance.officer@shrirampistons.com
7.	Telephone	011-23315941
8.	Website	https://shrirampistons.com/
9.	The financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange
11.	Paid-up Capital	₹ 22,02,49,120
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name: Pankaj Gupta Designation: Company Secretary Email: compliance.officer@shrirampistons.com Phone: 011-23315941
13.	Reporting boundary	The disclosures under this report are made on Standalone basis.

II. Products/Services

14. 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, Pins, Rings, Engine Valves, Cylinder Liners etc.	95%

15. 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	Piston, Piston Rings, Pistons Pins, Engine Valves and Cylinder Liner	281; Sub-division: 2811	95%

III. Operations

16. The number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3 plants and 5 assembly units	1 Head Office and 5 Regional Sales Office	14
International	-	-	-

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

Locations	Number
National (No. of States)	28 States and 6 Union Territories
International (No. of Countries)	30

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

	FY 2022-23
Contribution of Exports	19%

c. A brief on types of customers

Shriram Pistons & Rings Ltd. (SPRL)'s customers can be broadly classified into the following categories:

Domestic	- OEMs
	- Aftermarket
International	- OEMs
	- Aftermarket

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
i	Permanent (D)	1359	1305	96.0	54	4.0
ii	Other than Permanent (E)	22	18	81.8	4	18.2
iii	Total employees (D + E)	1381	1323	95.8	58	4.2
Workers						
iv	Permanent (F)	2548	2548	100	-	-
v	Other than Permanent (G)	4385	4301	98.1	84	1.9
vi	Total workers* (F + G)	6933	6849	98.8	84	1.2
* Excludes Contractual Workmen						

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)	1	1	100	-	-
ii	Other than Permanent (E)	-	-	-	-	-
iii	Total differently abled employees (D+E)	1	1	100	-	-
Differently-abled workers						
iv	Permanent (F)	10	10	100	-	-
v	Other than permanent (G)	18	18	100	-	-
vi	Total differently abled workers (F+G)	28	28	100	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11*	2	18.18
Key Management Personnel	3	-	-

*Apart from the above there is one Alternate Director.

20. The turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total
Permanent Employees	7%	15%	8%	6%	4%	6%
Permanent Workers	2%	-	2%	3%	-	3%

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

S. No.	Name of the holding/subsidiary(A)	Type	% of shares held by the listed entity	Is the entity indicated in the Business Responsibility initiatives? (Yes/No)
i	SPR Engenious Limited	Wholly owned subsidiary of the Company	100	No
ii	EMF Innovations Private Limited	Step-down Subsidiary	51% through SPR Engenious Ltd. (Wholly owned Subsidiary of the Company)	No

VI. CSR Details
22. i Whether CSR is applicable : Yes

Turnover (Mn. Rs.) : 26,050

Net worth (Mn. Rs.) : 15,296

CSR Spend (Mn. Rs.) : 30.9*

*Includes unspent amount of Rs. 2.09 Million transferred to Unspent CSR Account as per sub-section (6) of Section 135 of the Companies Act, 2013.

VII. Transparency and Disclosures Compliances
23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23			FY 2021-22		
		No. of complaints filed	No. of complaints pending resolution	Remarks	Number of complaints filed during the year	No. of complaints pending resolution	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	Nil	Nil	-	Nil	Nil	-

Stakeholder group	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23			FY 2021-22		
		No. of complaints filed	No. of complaints pending resolution	Remarks	Number of complaints filed during the year	No. of complaints pending resolution	Remarks
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	-
Customers	Yes	77	Nil	Refer Note*	62	Nil	Refer Note*
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-

*Considering normal turnaround time required for resolution of consumer complaints, all the complaints have been resolved during the year for all the businesses up to the customer satisfaction

24. **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)
i	Threat to IC Engine due to Electrification and changes due to Advancement in Alternate Fuels	Both	Government push towards Electrification & use of Alternate Fuels in Vehicles to reduce Carbon Imprint	<ul style="list-style-type: none"> Capture higher Market Share by continuously upgrading product technology to meet Alternate Fuel Engine specifications. Capturing market share in Electric Vehicles through EMFi 	Opportunity to increase Sales and Profits by designing niche products for Alternate Fuels IC Engines and also make inroads in Electric Vehicle market based on products in EMFi range
ii	Cyber Security	R	Information relating to Company's Operations, Business Partners, is available on various software being used	<ul style="list-style-type: none"> Getting Cyber Risk Assessment done. Implementation of Business Continuity Plans. Data Centre Security & Network Security by having physical access controls. Configuration of password policy in SAP/Non SAP system 	Negative - Cyber Risk Assessment by independent party has been done to mitigate the risk. All precautions to ensure Hardware and Software safety are being undertaken.
iii	Natural Calamities, Fire & Environmental Issues	R	Disruption in Operations due to these factors can have an adverse impact on Company	<ul style="list-style-type: none"> Meet & Exceed Statutory requirements. Reservoirs with dewatering pumps to counter flooding, taking necessary steps to ensure Fire Safety 	Negative- Any disruption in operations can lead to setback in achieving long term goals of the company
iv	Disruptions in Supply Chain & Economic Slowdown	R	Disruptions in Supply Chain due to ongoing Geopolitical situation and its impact of Economy	<ul style="list-style-type: none"> Localization of Critical Imported Items. Inventory Management. Development of Flexible Production Model. 	Negative- Any disruption in Supply Chain can have adverse impact on Company Operations. This is being effectively mitigated by taking all necessary measures.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://shrirampiston.com/investors-guide-2/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/ labels/ standards	ISO 14001 ISO 45001 IATF16949								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> • Maximise use of solar power & maximise heat recovery • Minimise ground water extraction • Compliance with all government rules and regulations • To achieve carbon neutrality by 2045 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> • 15% of total electricity requirement in Ghaziabad plant met from Solar Power. This is being explored in Pathredi Plant also. • R.O. of 200 KLD at Ghaziabad & 400 KLD at Pathredi installed to maximise recycling of water and to minimise water extraction. Both the plants are Zero Liquid Discharge. • All environment related authorizations/ approvals are in place • Current carbon footprint is 14.19 KgCO₂Eq/ Kg of Dispatch in Ghaziabad and 16.24 KgCO₂Eq/ Kg of Dispatch in Pathredi 								
Governance, leadership and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>At Shriram Pistons & Rings Limited, we recognize that our business activities have a significant impact on the environment and society. As a responsible corporate citizen, we are committed to promoting sustainable development and reducing our carbon footprint.</p> <p>We are committed to reducing our greenhouse gas emissions and promoting the use of renewable energy sources. We have implemented energy-efficient practices and are exploring innovative technologies to reduce energy consumption and improve energy efficiency.</p> <p>We also recognize the importance of ethical labour practices and are committed to ensuring that our employees are treated with dignity and respect. We provide our employees with a safe and healthy work environment and offer training and development opportunities to help them grow to their full potential.</p> <p>In addition, we are committed to supporting local communities and creating social value through our business activities. We engage with our stakeholders to understand their needs and concerns and work collaboratively to address them.</p>								

	<p>We are working towards providing support to local communities in the areas of Healthcare, Education, Skill Enhancement & Women Empowerment. It is our endeavour to work towards the betterment of the marginalized section of the society.</p> <p>We believe that transparency and accountability are essential to our sustainability efforts and we are committed to maintaining open and transparent communication with all our stakeholders. We regularly monitor and report on our sustainability performance and strive to continually improve practices and reduce environmental impact.</p> <p>We believe that sustainability is not just a corporate responsibility but also an opportunity to create long-term value for all stakeholders. We are committed to promoting sustainable development and making a positive impact on society.</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.	Shriram Pistons & Rings Limited has established a steering committee, led by the MD & CEO and comprises of Executive Director - Works (Ghaziabad / Pathredi), Executive Director - Marketing, CFO, CHRO, and SCM-Head, to oversee the organization's sustainability efforts. The committee is responsible for making decisions related to the organization's sustainability goals, performance, and future measures.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								

11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency?

No.

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of trainings held	Topics/principles covered under the training and its impact	% age of persons covered
Board of Directors	Being done on a regular basis	The Companies Act 2013, Sustainability Reporting, Project Safety, Business Responsibility Initiatives, Global Financial, Business Trends, CSR and Financial reporting etc.	100
Key Managerial Personnel	Being done on a regular basis	Code of Conduct, PERCOM Competency Pillar (Performance Management System), ESG, Sustainability Reporting, Prevention of Sexual Harassment, Global Business Trends, HR Policies and Employee Welfare	100
Employees other than BoD and KMPs	34	Town-hall Meetings with employees to share Management Vision, Prevention of Sexual Harassment, PERCOM Competency Pillar, Communication skills, Daily work management, Finance for Non-Finance, Negotiation Skills, Managerial Excellence, Effective Leadership, Strategic Planning & Goal Setting, ESS Training, Handling Customer Complaints, Effective Leadership and Conflict Management at Workplace	95
Workers	1087	Town-hall Meetings with workmen to share Management Vision, 5S & TPM Awareness, PERCOM Awareness, Abnormal Situation Handling, Training on Handling & Maintenance of Specific Machines, Final Inspection, Training on route cause analysis of various in process defects, Behaviour & Discipline, On time Delivery, Prevention of sexual harassment, EHS Awareness and Hazard Identification & Risk Assessment (HIRA)	88.33

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 Requirements) 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	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes, the Company has defined guidelines on anti-corruption as a part of Code of Conduct. The web-link is: <https://shrirampiston.com/investors-guide-2/>.

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

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

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

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

Not applicable

Leadership Indicators

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

Total Number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under awareness programmes
15	Safety Practices, Management Programs, Fire Safety, Core Tools, Green Supplier Certification	100

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

Yes. This is covered under the Code of Conduct which is available on the Company's website. Annual declaration regarding compliance of Code of Conduct is taken from all the Board Members.

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 impact of products and processes to total R&D and Capex investments made by the entity, respectively.**

	FY 2022-23	FY 2021-22	Details of Improvements in environmental and social impact
R&D	100%	100%	R&D is being done to design products to meet the emission norms set by the Government
Capex	7%	5%	<ul style="list-style-type: none"> i. Solar Power ii. Replacing office fans having conventional motor with fans having BLDC motor iii. Replacing conventional motors of shop floor fans with BLDC motor iv. Replacing conventional lights with LED's v. Conversion of chip melting and DG on PNG gas vi. Installation of intelligent evaporator for final water treatment vii. Contactless temp monitoring system viii. RO units and mist extractions

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

Yes, the Company has procedures in place for sustainable sourcing.

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

Sustainable sourcing is done for domestic purchase (>60% by value) from suppliers, who are either certified for ISO 14000 or OHSAS 18000.

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.**

We have ideal waste management practices in place for plastics, e-waste, and hazardous waste. We work with certified partners to co-process waste.

Waste is collected, dismantled, segregated and stored based on the category of waste, with hazardous waste disposed off within 90 days. All waste is disposed off for recycling or final disposal in accordance with generation, accumulation, and safety standards. The following is the disposal process for the various types of waste:

Plastic Waste - Disposed off to the authorized vendor for re-cycling

E-waste - Disposed off to the authorized vendor for re-cycling

Hazardous Waste –

- i. Oily Cotton Rags - Disposed off to the authorized party for co-processing
- ii. Grinding Sludge - Disposed off to the authorized party for treatment & recycling
- iii. ETP Sludge - Disposed off to the authorized party for co-processing
- iv. Used/ Waste Oil - Disposed off to the authorized party for incineration
- v. Empty Container - Disposed off to the authorized party for treatment & recycling
- vi. Multi Effect Evaporator Salt - Disposed off to the authorized party for landfilling at Government authorized site
- vii. Aluminium Dross - Disposed off to the authorized party for recycling

Other Waste - All other non-hazardous waste are sold off to established scrap dealers.

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 EPR plan submitted to Pollution Control Boards (PCB)? If not, provide steps taken to address the same.**

Yes. Waste collection plan was in line with the EPR Plan submitted with PCB.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
Essential Indicators
1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	1305	1305	100	1305	100	-	-	-	-	-	-
Female	54	54	100	54	100	54	100	-	-	-	-
Total	1359	1359	100	1359	100	54	3.97	-	-	-	-
Other than Permanent employees											
Male	18	18	100	18	100	-	-	-	-	-	-
Female	4	4	100	4	100	4	100	-	-	-	-
Total	22	22	100	22	100	4	18.2	-	-	-	-

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	2548	2548	100	2548	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	2548	2548	100	2548	100	-	-	-	-	-	-
Other than Permanent workers											
Male	4301	4301	100	1467	34.11	-	-	-	-	-	-
Female	84	84	100	29	34.52	31	36.9	-	-	-	-
Total	4385	4385	100	1496	34.11	31	0.71	-	-	-	-

2. Details of retirement benefits, for the current and previous financial year

Benefits	FY 2022-23			FY 2021-22		
	% of total employees covered	% of workers covered	Deducted and deposited with the authority (Y/N/N.A.)	% of total employees covered	% of workers covered	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

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, necessary arrangements are done to promote accessibility for differently abled employees and workers.

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

Yes, currently the company has adopted a policy on equal opportunity as per the Rights of Persons with Disabilities Act, 2016. The web-link is <https://shrirampiston.com/investors-guide-2/>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N/ A	N/ A	N/ A	N/ A
Female	100%	100%	N/ A	N/A
Total	100%	100%	N/A	N/A

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, an approved Grievance Committee of 20 members, including workers and staff from each plant has been setup, so that entire plant is covered. Monthly meeting is conducted in which grievances are noted from each plant representative. The issues are further escalated to the concerned Department for resolving within the defined time frame. The status of resolved or pending issues are informed to all concerned.
Other than Permanent Workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or union (D)	% (D / C)
Total Permanent Employees	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent Workers	3248	3248	100	3437	3437	100
- Male	3248	3248	100	3437	3437	100
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health and safety measures		On skill up gradation		Total (A)	On health and safety measures		On skill up gradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees										
Male	1323	784	59	1105	84	1316	730	56	1263	96
Female	58	21	36	54	93	56	32	57	39	70
Total	1381	805	58	1159	84	1372	762	56	1302	95
Workers										
Male	6849	4573	67	5141	75	7087	4745	92	4825	68
Female	84	61	73	71	85	42	39	55	30	71
Total	6933	4634	67	5212	75	7129	4784	92	4855	68

* Data is based on actual attendance.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (A)	No. (B)	% (B / A)
Employees						
Male	1323	1323	100	1316	1316	100
Female	58	58	100	56	56	100
Total	1381	1381	100	1372	1372	100
Workers						
Male	6849	6849	100	7087	7087	100
Female	84	84	100	42	42	100
Total	6933	6933	100	7129	7129	100

10. Health and safety management system:

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

Yes, a robust occupational health and safety management system has been implemented to ensure the safety of the entire workforce involved in the production process in the plants.

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

Regular inspections are conducted at plants to identify work-related hazards and assess risks.

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

Yes, the Company has a safety incident reporting mechanism, as per which employees and workers can report any accidents, near miss incidents or identified safety hazards (unsafe acts and unsafe conditions) to site level safety committees and to the EHS department

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

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.9	-
	Workers	0.21	0.4
Total recordable work-related injuries	Employees	-	-
	Workers	4	4
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company recognises its workforce as the most valued asset and is dedicated to ensuring their safety and well-being. Measures have been implemented at all locations to provide everyone with a safe working environment. The following measures are implemented to ensure a safe working environment.

- Medical Insurance coverage is provided to all Company personnel.
- First Aid and other medical services are readily available for all personnel at all locations.
- The Company believes in training its personnel on the best safety procedures and skills to ensure that they carry out their duties in an efficient and safe manner.

- iv. Occupational Health is another aspect that is carefully monitored to ensure that all processes are safe and do not pose potential harm to health of its personnel.
- v. Inspection Systems are put in place and regular audits are conducted to identify any potential shortcomings of the processes and ensure that any and all potential safety and health issues are mitigated.

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

	FY 2022-23			FY 2021-22		
	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
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health and Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

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

Machinery has been updated to reduce potential threats posed towards the safety of the workers. Public areas of the plant are regularly assessed to identify threats to safety of all personnel and strict action is taken to remove the threats such as potholes in roads or any harmful objects idly present in the public areas of the plant.

Leadership Indicators

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

Yes, In the event of death of an employee/ worker, the Company provides appropriate compensation including accidental insurance compensation.

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

Business agreements with value chain partners mandates that the value chain partners comply with all the statutory laws, Regulations and rules made thereunder. The company undertakes due diligence from time to time to ensure compliance by the value chain partners.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	1	Nil	1	Nil
Workers	Nil	Nil	Nil	Nil

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

Extensions/ Contractual employment is given to retiring employees on case to case basis. Additionally, medical insurance continuity is being provided for retirees.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100
Working Conditions	100

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

No significant risks or concerns were identified from assessment of health and safety practices and working conditions of value chain partners.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders
Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholders were selected based on their influence (via internal decisions and policies) on Company and impact on their business due to the Companies business choices and the implications of those decisions. The Company has identified both internal stakeholders (employees, senior management, and the Board of Directors) and external stakeholders (value chain partners, consumers and community).

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 & Marginalised Group (Y/N)	Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Employees	No	Emails, Meetings, Training programs, Employee engagement activities, Town hall meetings, Interaction with Leadership team	Regularly	Vision of the Company, Short term/ Medium term/ Long term goal sharing, Welfare of employees and their families, sensitising on core values
Shareholders	No	Annual General Meeting, Corporate website, Annual Report, Social media, Grievance Redressal Mechanism	Quarterly/ Annually	Improved profitability and growth of organisation, Transparent and effective communication, Investor servicing, Sound corporate governance mechanisms
Regulatory Bodies	No	Regular inspections, Periodic reports, Regular direct and indirect interactions through industrial associations and other bodies	Monthly/ Annually/ need based	Compliance of rules and regulations, Submission of reports under various statutes at specific intervals, Response to any issues raised by government/ regulatory authority, Tax revenues,
Communities	Yes	Open dialogue with local communities, Need based surveys to understand community requirements, Awareness meets and Health camps, Celebration of cultural festivals (Holi, Shriram Mela, Navratri, Raksha Bandhan etc.) and other occasions (Environment day, Safety day, Founders Day etc.)	Regularly	Health and hygiene in rural community, Education & infrastructure, Water conservation

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Y/N)	Channel of Communication (Email/SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Other please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Value Chain Partners	No	Regular Meet with suppliers, Plant visits	Need Based	Share best practices among industries, Competency development of local vendors
Customers	No	Regular personal interactions and discussions, Market surveys, Customer surveys, Plant visits	Need Based	Prompt response to customer complaints, Focus on Product/service quality and timely delivery, Building trust among the customers

Leadership Indicators

- 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 review of all shareholder related matters are reviewed by the Stakeholders Relationship Committee (SRC) and the Corporate Social Responsibility (CSR) programmes of the Company are reviewed by the Corporate Social Responsibility Committee of the Company. The Board is kept abreast on various developments and feedback on the same is sought from the Directors.

- 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 undertakes consultation with stakeholders to help identify and prioritize environmental and social issues as part of its CSR activities.

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

The Company through its CSR initiatives, provide necessary support to the vulnerable/marginalised community. Through its various CSR initiatives, the Company provides healthcare support, old age home development, education support to the students, skill development trainings, support to specially-abled group and women empowerment.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1359	536	39.4	1387	459	33.1
Other than permanent	22	7	31.8	16	3	18.8
Total Employees	1381	543	39.3	1403	462	32.9
Workers						
Permanent	2548	2400	94.1	2737	2537	92.7
Other than permanent	4385	3827	87.3	4253	4009	94.3
Total Workers	6933	6227	89.8	6990	6546	93.6

2. Details of minimum wages paid to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	1359	-	-	1359	100	1095	-	-	1095	100
Male	1305	-	-	1305	100	1070	-	-	1070	100
Female	54	-	-	54	100	25	-	-	25	100
Other than Permanent	22	-	-	22	100	18	-	-	18	100
Male	18	-	-	18	100	17	-	-	17	100
Female	4	-	-	4	100	1	-	-	1	100
Workers										
Permanent	2548	-	-	2548	100	2737	-	-	2737	100
Male	2548	-	-	2548	100	2737	-	-	2737	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	5403*	964	18	4439	82	4829	445	9	4384	91
Male	5317	962	18	4355	82	4817	445	9	4372	91
Female	86	2	2	84	98	12	-	-	12	100

* Includes Contractual workers

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. Mn)	Number	Median remuneration/ salary/ wages of respective category (Rs. Mn)
Board of Directors (BoD)	9	5.1	2	4.6
Key Managerial Personnel	3	15.5	-	-
Employees other than BoD and KMP	1305	0.74	54	0.79
Workers*	5333	0.29	84	0.15

*Does not include Contractual Workers

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed by the business?

An ESG Steering Committee under the social pillar has a meeting every quarter for addressing human rights impacts or issues caused or contributed by the business.

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

Monthly grievance meeting is held in all departments wherein the HRD team along with plant manager and core team members help redress all grievances raised by employees of that department.

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

	FY 2022-23			FY 2021-22		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases are a part of the Grievance Policy, POSH Policy, and Whistle Blower Policy.

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

Yes.

9. Assessments for the year:

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

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

No concerns were raised from the assessments.

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:

Parameter	FY (2022-23) In MJ	FY (2021-22) In MJ
Total electricity consumption (A)	624,745,832	705,001,252
Total fuel consumption (B)	64,753,359	57,950,311
Energy consumption through other sources (Solar) (C)	21,746,682	-
Total energy consumption (A+B+C)	711,245,873	762,951,563
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		

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, the entity doesn't have any sites/facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY (2022-23)	FY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	3,50,016	3,31,092
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,50,016	3,31,092
Total volume of water consumption (in kilolitres)	3,50,016	3,31,092
Water intensity per rupee of turnover (Water consumed / turnover)	13.4 KL/Million Rs.	16.0 KL/ Million Rs.

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

Mechanism for Zero Liquid Discharge has been implemented in both plants – Ghaziabad and Pathredi.

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

Parameter	Unit	FY (2022-23)	FY (2021-22)
Nox	PPM	346.17	282.92
Sox	µg/m ³	4.17	4.63
Particulate matter (PM)	µg/m ³	58.52	55.16
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others (Co ₂)	-	-	-

Note: The sources of air emissions primarily originate from the DG, Furnaces and Fume Extractors, and these sources are monitored at specific intervals by a recognized laboratory or agency, as mandated by the Central and respective State Pollution Control Boards. The specifics of the air emissions are then disclosed to the PCB on an annual basis through Form-5 (Annual Environment Statement).

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

Parameter	Unit	FY (2022-23)	FY (2021-22)
Total Scope 1 emissions	TCo ₂ e	3673	3872
Total Scope 2 emissions	TCo ₂ e	176250	156118
Total Scope 1 and Scope 2 emissions per rupee of turnover	KgCo ₂ e/Rs		

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

The plant at Ghaziabad has started procuring renewable power from the grid as a part of the total power procured. Further initiatives have also been taken as given below:

- The Company has converted all operations running on HSD to PNG, e.g.- Boiler, Furnaces, Canteen cooling, Foundry operations.

- Energy saving initiatives have been taken such as Conventional fan motors replaced with BLDC and Conventional lights replaced with LED
- Installed VFD in chilled water pumps for saving energy

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

Parameter	FY (2022-23)	FY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	117	100
E-waste (B)+ Battery waste (E)	18	11
Bio-medical waste(C)	-	-
Construction and demolition waste (D)	-	-
Empty container (H)	29	24
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3482	3037
Other Non-hazardous waste generated (H). Please specify, if any.	7632	7412
Total (A+B + C + D + E + F + G)	11278	10584
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	2714	2072.5
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2714	2072.5
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
(i) Incineration	188	203
(ii) Landfilling	108	111
(iii) Other disposal operations	12616	11833
Total	12912	12147

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

Our waste management methods ensure that hazardous waste, e-waste, and other waste is disposed off safely. We handle, separate, store, and transport hazardous waste in compliance with industry regulations and best practices. Hazardous waste is disposed off and recycled in an environmentally sustainable manner by licenced vendors, as per regulations.

10. If the entity has operations/offices in/around ecologically sensitive areas where environmental approvals/clearances are required, please specify details

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance being complied with? (Y/N)
N/A	N/A	N/A	N/A

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws

Not applicable

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

Yes

S. No.	Specify the law/ regulation/ guidelines which were not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
None				

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. Number of affiliations with trade and industry chambers/ associations:

14 (fourteen)

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (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

3. 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
Nil	Nil	Nil

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
The company has not conducted any social impact assessment.					

2. Provide information on the 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						

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

As part of the program design regular feedback is taken and grievances of the community are addressed. Suggestions schemes are available at both Plants.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	205	195
Sourced directly from within the district and neighbouring districts	36%	33%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In Million INR)
1	Uttar Pradesh	Ghaziabad	15.7
2	Rajasthan	Alwar	15.2

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

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

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

While the criteria for selection of goods and services is quality, reliability and cost, Company gives preference to diversified supply chain partners with small scale industries who meet its quality, delivery, cost and technology expectations.

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Environment Preservation	15,000+	60
2	Healthcare	70,000	90
3	Education	3500	100
4	Rural Development	2000	80
5	Self-defence training	150	90
6	Vocational skills initiative	200	100
7	Sanitation Initiatives	1000	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 provides multiple avenues to customers to raise queries or complaints and provide feedback. Our Sales/QA team is in regular touch with our customers to ensure that timely resolution of customer queries is provided.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	100

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential Services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

4. Details of instances of a product recall on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	N/A
Forced recalls	Nil	N/A

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 in place a Cyber Security Policy. The web-link is <https://shrirampiston.com/investors-guide-2/>.

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 the safety of products / services:**

Post a breach in systems, a “system restoration plan” was implemented to restore safety of systems and further protection was provided via installation of latest Antivirus products on all systems.