Sindhu Trade Links Limited
Regd. Office : 129, Transport Centre, Rohtak Road, Punjabi Bagh, New Delhi-110035

Ref No. STLL/BSE-NSE/2025-26/24
Dated 01st September, 2025

To

B.S.E. Limited
Floor 25, P.J Towers,
Dalal Street,
Mumbai- 400001

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1,
G Block, Bandra Kurla Complex,
Bandra (East), Mumbai - 400051

BSE Scrip Code: 532029

NSE Symbol: SINDHUTRAD

Sub.: Submission of BRSR Report of the Company for the financial year ended 31st March, 2025

Ref.:- Sindhu Trade Links Limited ("the Company")

Dear Sir / Mam,

With reference to amended provisions of regulation 34 of SEBI (LODR) Regulation, 2015, we are enclosing here-with the copy of BRSR Report of Sindhu Trade Links Limited for the financial year ended 31st March, 2025. Further such Report of the Company for the financial year ended 31st March, 2025 has also been uploaded at website of the Company as per following details:

https://sindhutrade.com/wp-content/uploads/2025/09/STLL-Annual-Report-Final.pdf

Kindly take the same in your record.

Thanking You,
For Sindhu Trade Links Limited

SUCHI GUPTA

Digitally signed by SUCHI GUPTA
DN: c=IN, o=Personal, title=2252, 2.5.4.20=f1447e06291c0dfb6909a350c480944b5d80cbc6ed6ef3fb5e84cbbf0aa43ebd, postalCode=110034, st=Delhi, serialNumber=6d3be2b1f99803801 6be2950e091159c197049b71a363c12a5e23d967d6332d1, cn=SUCHI GUPTA
Date: 2025.09.01 14:37:37 +05'30'

Suchi Gupta
Company Secretary

Corporate office : 1502, 15th Floor, Tower-A, Signature Tower, Sector-30,Gurugram, Haryana-122003
Telephone: 0124-6913095, E-mail: corporatecompliance@sindhutrade.com
Website: www.sindhutrade.com, CIN No. : L63020DL1992PLC121695

STLL Sindhu Trade Links Ltd.

"BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING"

SECTION A: GENERAL DISCLOSURES

I.	**Details of the listed entity**		
1	Corporate Identity Number (CIN) of the Listed Entity		L63020DL1992PLC121695
2	Name of the Listed Entity		SINDHU TRADE LINKS LIMITED
3	Date of Incorporation		22-07-1992
4	Registered office address		129 TRANSPORT CENTRE ROHTAK ROAD PUNJABI BAGH NEW DELHI - 110035
5	Corporate address		1502 15TH FLOOR SIGNATURE TOWER TOWER A SECTOR 30 GURUGRAM 122003
6	E-mail		SUCHI.GUPTA@SINDHUTRADE.COM
7	Telephone		0124-6913090
8	Website		WWW.SINDHUTRADE.COM
9	**Financial year for which reporting is being done**	**Start date**	**End date**
	Current Financial Year	01-04-2024	31-03-2025
	Previous Financial Year	01-04-2023	31-03-2024
	Prior to Previous Financial year	01-04-2022	31-03-2023

10	Name of the Stock Exchange(s) where shares are listed		
Details of the Stock Exchanges			
Sr. No.	**Name of the Stock exchange**	**Description of other stock exchange**	**Name of the Country**
1	BSE		
2	NSE		

11	Paid-up Capital (In Rs)	1541928780.00
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	SUCHI GUPTA
	Contact	0124-6913090
	E mail	SUCHI.GUPTA@SINDHUTRADE.COM
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	No

II. Products/services

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

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Financial and insurance Service	Other financial activities	4.90%
2	Transport and storage	Land Transport via Road	76.22%
3	Trade	Retail Trading	6.06%
4	Transport and storage	Services incidental to land, water & air transportation	3.60%
5	Support service to Organizations	Other support services to organizations	9.22%

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

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	FINANCIAL AND RELATED SERVICES	9971	4.90%
2	FREIGHT TRANSPORT SERVICES	9965	76.22%
3	RETAIL TRADE SERVICES	9962	6.06%
4	SUPPORTING TRANSPORT SERVICE	9967	3.60%
5	OPERATIONS & MAINTENANCE INCOME	9967	9.22%

NIC Code list link: https://www.ncs.gov.in/Documents/NIC_Sector.pdf

III. Operations

19 Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	0	9	**9**
International	0	0	**0**

20 Markets served by the entity

A **Number of locations**

Locations	Number
National (No. of States)	4
International (No. of Countries)	0

B	What is the contribution of exports as a percentage of the total turnover of the entity?	0.00%
C	A brief on types of customers	Sindhu Trade Links Limited offering wide range of services including Transportation and Logistics, Power Generation and Coal Mining. Few of customers are ACB (India) Limited, Mangal Sponge & Steel Pvt Limited, Maruti Clean Coal & Power Ltd, MB Power Limited, Nova Iron & Steel Limited, SAI KRUPA Logistics, South Eastern Coalfield Ltd: NIT-350, Sainik Mining and Allied Services Ltd.

IV.	Employees							
21	Details as at the end of Financial Year							
A.	Employees and workers (including differently abled)							
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	587	575	97.96%	12	2.04%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	**Total employees(D + E)**	**587**	**575**	**97.96%**	**12**	**2.04%**	**0**	**0.00%**
WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	767	767	100.00%	0	0.00%	0	0.00%
6	**Total workers (F + G)**	**767**	**767**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**

B.	Differently abled Employees and workers:							
Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	**Total differently abled employees (D + E)**	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	**Total differently abled workers (F + G)**	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

22	Participation/Inclusion/Representation of women			
		Total (A)	No. and percentage of Females	
			No. (B)	% (B / A)
	Board of Directors	6	2	33.33%
	Key Management Personnel	3	1	33.33%

23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)												
		Turnover rate in current FY (2024-25)				Turnover rate in previous FY (2023-24)				Turnover rate in the year prior to the previous FY (2022-23)			
		Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	15.50%	0.00%	0.00%	**15.50%**	15.39%	0.00%	0.00%	**15.39%**	17.39%	0.00%	0.00%	**17.39%**
	Permanent Workers	0.00%	0.00%	0.00%	**0.00%**	0.00%	0.00%	0.00%	**0.00%**	0.00%	0.00%	0.00%	**0.00%**

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

24	(a) Names of holding / subsidiary / associate companies / joint ventures			
Holding, Subsidiary and Associate Companies (including joint ventures)				
Sr. No.	**Name of the holding / subsidiary/associate companies/joint ventures (A)**	**Indicate whether holding/Subsidiary/Associate/Joint Venture**	**% of shares held by listed entity**	**Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)**
1	INDUS AUTOMOTIVES PRIVATE LIMITED	Subsidiary	98.10%	No
2	SUDHA BIO POWER PRIVATE LIMITED	Subsidiary	100.00%	No
3	PARAM MITRA RESOURCES PTE. LTD	Subsidiary	93.23%	No
4	TANDEM COMMERCIAL PRIVATE LIMITED	Associate	50.00%	No
5	INDUS BEST MEGA FOOD PARK PRIVATE LIMITED	Associate	35.63%	No
6	SS MINING JV	Joint Venture	50.00%	No

VI.	**CSR Details**	
25	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.)	5996599208.00
	(iii) Net worth (in Rs.)	8747579848.00

VII.	Transparency and Disclosures Compliances									
26	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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
	Communities	NA								Applicable only to shareholders.
	Investors (other than shareholders)	NA								Applicable only to shareholders.
	Shareholders	Yes	corporatecompliance@sindhutrade.com	0	0	Complaints were suitably resolved in a timely manner	0	0	Complaints were suitably resolved in a timely Manner	
	Employees and workers	Yes	Yes, grievance redressal mechanism is available on the intranet to employees.	0	0	0	0	0	NA	
	Customers	Yes	corporatecompliance@sindhutrade.com	0	0	0	0	0	NA	
	Value Chain Partners	Yes	corporatecompliance@sindhutrade.com on which our value chain partners can reach for any kind of grievances /concerns. They can also reach us at our customer care number.	0	0	0	0	0	NA	

Details of Other Stakeholder Group

Sr. No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2024-25)			PY (2023-24)			(If NA, then provide the reason)
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
1	NA	NA								NO COMPLAINTS WERE RECIEVED DURING THE YEAR AND GRIVANCE REDRESSAL MECHANISM IS ONLY APPLICABLE TO EQUITY SHAREHOLDES OF THE COMPANY

27	Overview of the entity's material responsible business conduct issues

Overview of the entity's material responsible business conduct issues

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Privacy and Data Security	O	Privacy and Data Security is becoming a major risk due to increasing digitization and more so in wake of pandemic where the number of digital users grew exponentially. Opportunity: Having a robust information security structure (Software, expert manpower and operational practices) helps us reduce cyber threats and ensure privacy, data security for all our stakeholder's privileged information thereby also facilitating business expansion.	The Company has framed policies with respect to information technology/ cyber security risk which set forth limits, mitigation strategies and internal controls. Information Security Management Policy and Cyber Security and Cyber Resilience Policy are in place for protecting the organisation's cyberspace against cyber-attacks, threats and vulnerabilities. The Company has a Personal Data Protection Standard which aims to create a responsible culture of data protection within the organisation Securities and increase employee awareness of data protection, acceptable data handling practices and applicable requirements in relation to Personal Data	Positive Implications
2	Community and Social Impact	O	Our company's objective is to support meaningful socio-economic sustainable development and enable a larger number of people to participate and benefit in country's economic progress. The Company has articulated its CSR philosophy as supporting the cause of skill-development training for sustainable livelihood, healthcare including preventive healthcare, women empowerment, welfare of senior citizens, and contribution to incubators for promoting a culture of entrepreneurship through incubation of new ventures/start-ups which may create livelihood opportunities, new products/ services and promote financial inclusion.	NOT APPLICABLE	Positive Implications
3	Human Capital	O	Human Capital is one of the key strategic imperative for the Company and we consistently invest in the growth & development and alignment of employees to the Company growth strategy. Risk: Market demand for skilled talent is high and hence continuously investing in skilling newer employees to make them business ready and at the same time automating and streamlining processes is of vital importance.	We have a meritocratic, transparent and equal opportunity culture. We provide growth & development opportunities to high performing employees ahead of time. We have supported our employees and their families during COVID-19 by enabling technology to work from home and facilitating health & vaccination related assistance to ensure their well-being. We have invested in hiring key and critical talent to accelerate digital and fair product & process offerings to our customers. We deeply invest in initiatives to promote learning & development, performance support, career growth, engagement, diversity and inclusion at the workplace. We have a robust grievance redressal mechanism to address employee concerns. We measure employee alignment at regular intervals to take corrective actions if any.	Positive Implications

SECTION B: MAN

Disclosure Questions	P1	P2	P3	P4
Policy and management processes				
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://sindhutrade.com/management/	https://sindhutrade.com/management/	https://sindhutrade.com/management/	https://sindhutrade.com/mar
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes
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.	The Company is committed to providing a safe, healthy and harassment free work environment to all its employees. The Company has adopted employee-oriented policies covering areas such as Human Rights Policy, Diversity, Equity and Inclusion Policy, employee benefits and prevention of sexual harassment at workplace, which endeavors to provide an environment of care, nurturance and opportunity to accomplish professional aspirations. The Code of Conduct and Business Ethics ("the code") and other policies of the Company are in line with the general laws and regulations, sound ethical practices and professional standards followed nationally. The Company has Anti Bribery and Anti-Corruption Policy, Policy on Related Party Transactions and the Whistle Blower Policy. The Whistle Blower policy confirms to the requirements as stipulated by the Companies Act, 2013 and the rules thereunder and of the applicable securities laws and regulations.	The Company is committed to providing a safe, healthy and harassment free work environment to all its employees. The Company has adopted employee-oriented policies covering areas such as Human Rights Policy, Diversity, Equity and Inclusion Policy, employee benefits and prevention of sexual harassment at workplace, which endeavors to provide an environment of care, nurturance and opportunity to accomplish professional aspirations. The Code of Conduct and Business Ethics ("the code") and other policies of the Company are in line with the general laws and regulations, sound ethical practices and professional standards followed nationally. The Company has Anti Bribery and Anti-Corruption Policy, Policy on Related Party Transactions and the Whistle Blower Policy. The Whistle Blower policy confirms to the requirements as stipulated by the Companies Act, 2013 and the rules thereunder and of the applicable securities laws and regulations.	The Company is committed to providing a safe, healthy and harassment free work environment to all its employees. The Company has adopted employee-oriented policies covering areas such as Human Rights Policy, Diversity, Equity and Inclusion Policy, employee benefits and prevention of sexual harassment at workplace, which endeavors to provide an environment of care, nurturance and opportunity to accomplish professional aspirations. The Code of Conduct and Business Ethics ("the code") and other policies of the Company are in line with the general laws and regulations, sound ethical practices and professional standards followed nationally. The Company has Anti Bribery and Anti-Corruption Policy, Policy on Related Party Transactions and the Whistle Blower Policy. The Whistle Blower policy confirms to the requirements as stipulated by the Companies Act, 2013 and the rules thereunder and of the applicable securities laws and regulations.	The Company is committed providing a safe, healthy an harassment free work envir all its employees. The Comp adopted employee-oriented covering areas such as Hum Policy, Diversity, Equity an Inclusion Policy, employee and prevention of sexual ha at workplace, which endeav provide an environment of nurturance and opportunity accomplish professional asp The Code of Conduct and B Ethics ("the code") and othe of the Company are in line general laws and regulation ethical practices and profess standards followed national Company has Anti Bribery Corruption Policy, Policy o Party Transactions and the Blower Policy. The Whistle policy confirms to the requi as stipulated by the Compar 2013 and the rules thereund the applicable securities law regulations.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We don't have mandated targets, commitments, or evaluation process for all policies. We have procedures in place to track key parameters like customer NPS, shareholder complaints, employee satisfaction surveys, consumption of resources like water, paper, electricity.	We don't have mandated targets, commitments, or evaluation process for all policies. We have procedures in place to track key parameters like customer NPS, shareholder complaints, employee satisfaction surveys, consumption of resources like water, paper, electricity.	We don't have mandated targets, commitments, or evaluation process for all policies. We have procedures in place to track key parameters like customer NPS, shareholder complaints, employee satisfaction surveys, consumption of resources like water, paper, electricity.	We don't have mandated tar commitments, or evaluation for all policies. We have pro in place to track key parame customer NPS, shareholder complaints, employee satisf surveys, consumption of res like water, paper, electricity
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We track key parameters in policies and record it for learning and development to enhance our policies.	We track key parameters in policies and record it for learning and development to enhance our policies.	We track key parameters in policies and record it for learning and development to enhance our policies.	We track key parameters in and record it for learning an development to enhance our

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Doing business in a responsible and sustainable manner is one of the key imperatives for us. We continuously engage in discussion with all our stakeholders to identify key issues and have identified Ethical Business Conduct, Efficient and Transparent Customer Service, Corporate Governance, Risk Management, Human Capital Development, Engagement with Communities and Environmental Footprint to be some of the most important issues. We have a highly qualified and diversified Board which oversees the Company's journey. We instituted practices like Comprehensive Code of Conduct and Business Ethics, sound risk culture, digitisation of business, launching innovative products, investment in emerging areas of cybersecurity and information security, Employee welfare policies, monitoring consumption of resources and taking targets towards reduction in consumption of electricity, fuel and paper and various other practices.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors are the highest authority responsible for implementation and oversight of the Business Responsibility policy/(ies).
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
If yes, provide details.	CSR Committee looks at community/ social related initiatives, and for sustainability related activities within the organization, Whole Time Directors and CFO are involved.

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**								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									
Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency									

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
The entity does not consider the 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)									
Any other reason (please specify)									
Notes									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7	Regulatory, economic and operating environmental changes, new business initiatives, Corporate Governance, Information Technology and various risk indicators	100.00%
Key Managerial Personnel	7	Code of Conduct (Code) which defin es the professional and ethical. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as The Whistle Blower (WB) policy, The Prevention of Sexual Harassment (POSH) at the Workplace policy, Framework for managing Conflict of Interest etc.	100.00%
Employees other than BoD and KMPs	7	Code of Conduct (Code) which defin es the professional and ethical. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as The Whistle Blower (WB) policy, The Prevention of Sexual Harassment (POSH) at the Workplace policy, Framework for managing Conflict of Interest etc.	100.00%
Workers	6	Code of Conduct (Code) which defin es the professional and ethical. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as The Whistle Blower (WB) policy, The Prevention of Sexual Harassment (POSH) at the Workplace policy, Framework for managing Conflict of Interest etc.	100.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, 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

Penalty/ Fine

Details of penalty or fine

Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	NA	SEBI	0.00	NA	No

Settlement

Details of settlement

Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1	NONE	SEBI	0.00	NA	No

Compounding fee

Details of compounding fee

Sr. No.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
1	NONE	SEBI	0.00	NA	No

Non- Monetary

Imprisonment				
Details of imprisonment				
Sr. No.	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
1	NONE	SEBI	NA	No

Punishment				
Punishment				
Sr. No.	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
1	NONE	SEBI	NA	No

4. Does the entity have anti-corruption or anti-bribery policy?	No	
If Yes, provide details in brief		
Provide a web-link if the entity has anti-corruption or anti-bribery policy		

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)	**PY (2023-24)**
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY (2024-25)		**PY (2023-24)**	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.	NONE

8. Number of days of accounts payables

	FY (2024-25)	PY (2023-24)
i) Accounts payable x 365 days	365.00	365.00
ii) Cost of goods/services procured	365.00	365.00
iii) Number of days of accounts payables	1	1

9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

Parameter	Metrics	FY (2024-25)	PY (2023-24)
Concentration of Purchases	a. i) Purchases from trading houses	0.00	0.00
	ii) Total purchases	0.00	0.00
	iii) Purchases from trading houses as % of total purchases		

	b. Number of trading houses where purchases are made	0	0
	c. i) Purchases from top 10 trading houses	0.00	0.00
	ii) Total purchases from trading houses	0.00	0.00
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses		
Parameter	Metrics	FY (2024-25)	PY (2023-24)
Concentration of Sales	a. i) Sales to dealer / distributors	0.00	0.00
	ii) Total Sales	0.00	0.00
	iii) Sales to dealer / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	0	0
	c. i) Sales to top 10 dealers / distributors	0.00	0.00
	ii) Total Sales to dealer / distributors	0.00	0.00
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		
Parameter	Metrics	FY (2024-25)	PY (2023-24)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00
	ii) Total Purchases	0.00	0.00
	iii) Purchases (Purchases with related parties as % of Total Purchases)		
	b. i) . Sales (Sales to related parties)	0.00	0.00
	ii) Total Sales	0.00	0.00
	iii) Sales (Sales to related parties as % of Total Sales)		
	c. i) Loans & advances given to related parties	0.00	0.00
	ii) Total loans & advances	0.00	0.00
	iii) Loans & advances given to related parties as % of Total loans & advances		
	d. i) Investments in related parties		
	ii) Total Investments made		
	iii) Investments in related parties as % of Total Investments made		

Leadership Indicators

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

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	8	There is a Board approved 'Framework for managing conflicts of interest' ('the Framework') comprising of the principles and the measures to manage conflicts to conduct its activities in an ethical and transparent manner. The Framework applies to all employees of the Company, Directors of the Company and employees of the subsidiaries of the Company. The Company has established a tradition of best practices in managing Conflict of Interest ('COI') through adoption of a strong corporate governance framework. The governance framework adopted by the Company includes independent Board, the separation of the Board's supervisory role from the exclusive management and the constitution of Committees of the Board, generally comprising a majority of Independent Directors and chaired by an Independent Director, to oversee critical areas. The Directors, on an annual basis, provide an affirmation that they have complied with the Framework for the financial year and that there were no instances of COI during the year. Further, in terms of the Companies Act, 2013, the Directors do not participate in discussions on agenda items in which they are interested.	100.00%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?	Yes	
If Yes, provide details of the same.	There is a Board approved 'Framework for managing conflicts of interest' ('the Framework') comprising of the principles and the measures to manage conflicts to conduct its activities in an ethical and transparent manner. The Framework applies to all employees of the Company, Directors of the Company and employees of the subsidiaries of the Company. The Company has established a tradition of best practices in managing Conflict of Interest ('COI') through adoption of a strong corporate governance framework. The governance framework adopted by the Company includes independent Board, the separation of the Board's supervisory role from the exclusive management and the constitution of Committees of the Board, generally comprising a majority of Independent Directors and chaired by an Independent Director, to oversee critical areas. The Directors, on an annual basis, provide an affirmation that they have complied with the Framework for the financial year and that there were no instances of COI during the year. Further, in terms of the Companies Act, 2013, the Directors do not participate in discussions on agenda items in which they are interested.	
Notes		

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

Essential Indicators

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

	FY (2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.00%	0.00%	Investments were made by way of addition to capital assets in the form of Loaders & Tippers, Excavators.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No
b. If yes, what percentage of inputs were sourced sustainably?	

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)	All our facilities use 100% biodegradable plastic garbage bags to collect and dispose of dry and wet waste. At our corporate office we have engaged with a vendor partner who collects our Wet and Dry waste to Compost/Recycle it in an eco-friendly manner.
(b) E-waste	Our services do not involve producing or disposing E-waste of any kind. Hence this is not applicable.
(c) Hazardous waste	Our services do not involve producing or disposing hazardous waste of any kind. Hence this is not applicable.
(d) other waste	There are no other kinds of waste generated in our office other than listed above.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).	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.	

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)?	NA	The Company is engaged in the business of transportation of coal including allied services of Coal Mining and is not involved in manufacturing or selling of tangible products. Life Cycle Perspective / Assessments (LCA) of products is not applicable.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY (2024-25)			PY (2023-24)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	0.00	0.00	0.00	0.00	0.00
E waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste	0.00	0.00	0.00	0.00	0.00	0.00

Notes	

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	575	575	100.00%	575	100.00%			575	100.00%	575	100.00%
Female	12	12	100.00%	12	100.00%	12	100.00%			12	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	587	587	100.00%	587	100.00%	12	2.04%	575	97.96%	587	100.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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	0	0	0.00%	0	0.00%			0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	767	767	100.00%	767	100.00%			767	100.00%	767	100.00%
Female	0	0	0.00%	0	0.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	767	767	100.00%	767	100.00%	0	0.00%	767	100.00%	767	100.00%

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

	FY (2024-25)	PY (2023-24)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	**25.97**	**22.45**
ii) Total revenue of the company	**5081063000.00**	**5996599000.00**
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	**0.00%**	**0.00%**

2. Details of retirement benefits

Benefits	FY (2024-25)	PY (2023-24)

	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No.of employees covered as a % of total employees	No.of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	100.00%	100.00%	Yes	100.00%	100.00%	Yes

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?	Yes	
If not, whether any steps are being taken by the entity in this regard.		
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes	
If so, provide a web-link to the policy.	www.sindhutrade.com	

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

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

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers or register the same on https://sindhutrade.com/
Other than Permanent Workers	Yes	The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers or register the same on https://sindhutrade.com/
Permanent Employees	Yes	The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers or register the same on https://sindhutrade.com/
Other than Permanent Employees	Yes	The Company has a culture where employees can freely raise and discuss issues concerning themselves with their Superiors, Business Leaders or Human Resource (HR) Managers. The Company has created several channels through which employees can discuss, have an engagement and seek clarification on their issues. The employees can provide their feedback or complaints to their respective HR managers or register the same on https://sindhutrade.com/

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

Category	FY (2024-25)			PY (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	587	0	0.00%	0	0	0.00%
Male	575	0	0.00%	0	0	0.00%
Female	12	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%

Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2024-25)						PY (2023-24)			
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	575	575	100.00%	575	100.00%	531	531	100.00%	531	100.00%
Female	12	12	100.00%	12	100.00%	9	9	100.00%	9	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	587	587	100.00%	587	100.00%	540	540	100.00%	540	100.00%
Workers										
Male	767	767	100.00%	767	100.00%	715	715	100.00%	715	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	767	767	100.00%	767	100.00%	715	715	100.00%	715	100.00%

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	575	575	100.00%	531	531	100.00%
Female	12	12	100.00%	9	9	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	587	587	100.00%	540	540	100.00%
Workers						
Male	767	767	100.00%	715	715	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	767	767	100.00%	715	715	100.00%

10. Health and safety management system:

a.Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).	Yes	
If yes, the coverage such system?	safety is a core value over which no business objective can have a higher priority. The coverage is 100% and includes all employees and workers.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Company's Safety Management System comprises followings safety processes for identifying Work related hazards and assess risks on routine and non-routine basis: i. Safety Leadership and accountability with OH&S Objective Planning ii. Hazard Identification Risk Assessment and Risk Management iii. Design, Construction, Operational planning and control iv. People Competency Behaviors v. Communication, Consultation and Participation vi. Observation Incident Nonconformity reporting, Investigation and Learning vii. Change Management Process viii. Contractor Safety Management ix. Measurement, monitoring and review x. Fire Detection Protection System Management	
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?	Yes	
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes	

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

Safety Incident/Number	Category*	FY (2024-25)	PY (2023-24)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	0	0
	Workers	0	0

No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.	Yes, the Company has an established Hazard Identification and Risk Assessment (HIRA) process for both routine and nonroutine jobs and routinely provides HIRA and Job Safety Assessment (JSA) trainings to operation, maintenance and service engineers

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

	FY (2024-25)			PY (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	0	0		0	0	
Health & Safety	0	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	0.00%
Working Conditions	0.00%

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

Leadership Indicators

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

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	THE AUDIT HAS BEEN CONDUCTED BY THE STATUTORY AUDITORS ON QUATERLY BASIS FOR THE SAME. The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2024-25)	**PY (2023-24)**	**FY (2024-25)**	**PY (2023-24)**
Employees	0	0	0	0
Workers	0	0	0	0

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100.00%
Working Conditions	100.00%

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.	

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.	The stakeholders are determined based on the significance of their impact on the business and the impact of the business on them.

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

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholder & Investor	Yes	E-mail		Quarterly		CSR interventions
2	Investor other than Shareholder	Yes	E-mail		Annually		STLL's performance
3	Shareholder	Yes	Newspaper		Annually		STLL's performance
4	Employees & Worker	Yes	Notice Board		Others – please specify	Regular	Employee engagement
5	Customers	Yes	E-mail		Others – please specify	Regular	Offers

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.	
2.Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.	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.	
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	
Notes	

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY (2024-25)			PY (2023-24)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	587	587	100.00%	540	540	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	587	587	100.00%	540	540	100.00%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	767	767	100.00%	715	0	0.00%
Total Workers	767	767	100.00%	715	0	0.00%

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

Category	FY (2024-25)					PY (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	587	0	0.00%	0	0.00%	540	0	0.00%	0	0.00%
Male	575	0	0.00%	0	0.00%	531	0	0.00%	0	0.00%
Female	12	0	0.00%	0	0.00%	9	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	767	0	0.00%	767	100.00%	715	0	0.00%	715	100.00%
Male	767	0	0.00%	767	100.00%	715	0	0.00%	715	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	0	0	0	0	0	0
Key Managerial Personnel	2	81	1	16	0	0
Employees other than BoD and KMP	6	128	0	0	0	0
Workers	1331	2439	1	16	0	0

b. Gross wages paid to females:		
	FY (2024-25)	PY (2023-24)
Gross wages paid to females	32.00	30.00
Total wages	32.00	30.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	100.00%	100.00%
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	
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Head of Human Resources who is responsible for the human resources function and Chief Risk Officer shall jointly oversee and address any issue arising from any human rights impact or issues caused or contributed to by the business.	

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

	FY (2024-25)			PY (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**
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY (2024-25)	PY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	12	9
iii) Complaints on POSH as a % of female employees / workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	a. The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the whistle blower policy/Grievance Redressal Policy where the employee discloses his/her identity, discloses the information in good faith, believes it to be substantially true, does not act maliciously nor makes false allegations and does not seek any personal or financial gain. b. The Company strictly prohibits any attempt of retaliation by anyone against any employee who raises a concern under the policy in good faith. c. Cases related to prevention of sexual harassment at work place are treated with utmost sensitivity and confidentially in line with the guidelines of the Sexual Harassment of Women at Work Place (prevention, prohibition and redressal) Act 2013.	
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)	Yes	

10. Assessments for the year:	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	NOT APPLICABLE

Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	NA
2. Details of the scope and coverage of any Human rights due-diligence conducted	NIL
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

4. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However, no formal examination of value chain partners has been conducted
Notes	

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:

Whether total energy consumption and energy intensity is applicable to the company?	Yes

Revenue from operations (in Rs.)	FY (2024-25)	PY (2023-24)
	4855057000.00	5575058000.00

Parameter	Units	FY (2024-25)	PY (2023-24)
From renewable sources			
Total electricity consumption (A)	Joule (J)	1974.30	1754.30
Total fuel consumption (B)	Joule (J)	7434.93	6744.93
Total energy consumed from renewable sources (A+B+C)	Joule (J)	9409.23	8499.23
From non-renewable sources			
Total electricity consumption (D)	Joule (J)	0.00	0.00
Total fuel consumption (E)	Joule (J)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Joule (J)	0.00	0.00
Total energy consumed (A+B+C+D+E+F)	Joule (J)	9409.23	8499.23
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Joule (J) / Rs.	0.000001938	0.0000015245
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joule (J) / Rs.	0.00	0.00
Energy intensity in terms of physical Output	Joule (J)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity			

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

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

Parameter	FY (2024-25)	PY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0.00	0.00
Total volume of water consumption (in kilolitres)	0.00	0.00

Water intensity per rupee of turnover (Total water consumption / Revenue from operations)		0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		0.00	0.00
Water intensity in terms of physical output		0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No		
If yes, name of the external agency.			
4. Provide the following details related to water discharged:			
Parameter		FY (2024-25)	PY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
(ii) To Groundwater		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
(iii) To Seawater		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
(iv) Sent to third-parties		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
(v) Others		0.00	0.00
No treatment		0.00	0.00
With treatment – please specify level of treatment		0.00	0.00
Total water discharged (in kilolitres)		0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No		
If yes, name of the external agency.			
5. Has the entity implemented a mechanism for Zero Liquid Discharge?	NA	THE COMPANY IS NOT A MANUFACTURING ENTITY. HENCE THE SAME IS NOT APPLICABLE	
If yes, provide details of its coverage and implementation.			
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Whether air emissions (other than GHG emissions) by the entity is applicable to the company?	No		
Parameter	**Please specify unit**	**FY (2024-25)**	**PY (2023-24)**
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
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.			
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?	No		
Parameter	**Unit**	**FY (2024-25)**	**PY (2023-24)**
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			
If yes, name of the external agency.			
8. Does the entity have any project related to reducing Green House Gas emission?	No		
If Yes, then provide details.			
9. Provide details related to waste management by the entity, in the following format:			
Parameter		FY (2024-25)	PY (2023-24)
Total Waste generated (in metric tonnes)			
Plastic waste (A)		0.00	0.00
E-waste (B)		0.00	0.00
Bio-medical waste (C)		0.00	0.00
Construction and demolition waste (D)		0.00	0.00
Battery waste (E)		0.00	0.00
Radioactive waste (F)		0.00	0.00
Other Hazardous waste. Please specify, if any. (G)		0.00	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		50.17	42.61
Total (A+B + C + D + E + F + G + H)		50.17	42.61
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		0.0000000103	0.0000000076
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		0.00	0.00
Waste intensity in terms of physical output		0.00	0.00
Waste intensity (optional) – the relevant metric may be selected by the entity			
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		50.17	42.61
(ii) Re-used		0.00	0.00
(iii) Other recovery operations		0.00	0.00
Total		50.17	42.61
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			

(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No
If yes, name of the external agency.	
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.	We strive to reduce waste and recycle as much as possible. Our waste primarily comprises of food, waste, paper, plastic and e-waste Curbing generation of plastic waste: We have stopped procurement of plastic stationery and encourage our employees to use glass bottles at our offices to reduce the number of plastic bottles being discarded after use. All our facilities use 100% biodegradable plastic garbage bags to collect and dispose-off dry and wet waste. Reducing paper and printing consumption: We have implemented strong measures for digitizing processes to reduce the need for paper. Further minimizing the usage of paper across offices is an ongoing activity. Customer accounts have now transitioned to digital opening. The documents required as supporting are also uploaded digitally; accounts are being opened without any paper consumption. Paper based Office stationeries also have now been stopped apart from the mandatory ones. E-waste management: Our E-waste broadly includes computers, servers, scanners, UPSs, Batteries, Air conditioners etc. All such E-wastes are being disposed of through registered E-waste vendors.

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/NA).	Yes	
If not, provide details of all such non-compliances, in the following format:		

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:			
Details For each facility / plant located in areas of water stress			
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.			
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:			
Whether total Scope 3 emissions & its intensity is applicable to the company?	No		
Parameter	**Unit**	**FY (2024-25)**	**PY (2023-24)**
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			
If yes, name of the external agency.			
3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.			

5. Does the entity have a business continuity and disaster management plan?			
Details of entity at which business continuity and disaster management plan is placed or weblink.			
6. Disclose any significant adverse impact to the environment, arising			

from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	
8. How many Green Credits have been generated or procured:	
a. By the listed entity	
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	
Notes	

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.		1
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		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	FICCI	National
2		
3		
4		
5		
6		
7		
8		
9		
10		
Leadership Indicators		
Notes		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

3. Describe the mechanisms to receive and redress grievances of the community.	The Company has set up a framework of multiple mechanisms to receive and redress grievances, for the community. The stakeholder shares a proposal with the needs required. The Company then follows below steps: a) Need Assessment: At the first stage, the proposal is reviewed to assess the need and the proposed outcome and impact. The implementing agency is reviewed for the fulfilment of regulatory criteria and prior experience in working for a similar cause. b) Regular interactions with community: This is done by physical visits, virtual meetings, feedbacks review of outcomes, third party reports, photos, etc redress. c) In case there is a grievance and can be resolved by the Company, the proposal accounts for this in scope of work and approvals are taken and action is taken	
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:	**FY (2024-25)**	**PY (2023-24)**
Directly sourced from MSMEs/ small producers	0.00%	0.00%
Sourced directly from within the district and neighbouring districts	0.00%	0.00%

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:

	FY (2024-25)	**PY (2023-24)**
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Rural areas		
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Semi-Urban areas		
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Urban areas		
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of of Job creation in Metropolitan area		

Leadership Indicators

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

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

Sr.No.	State	Aspirational District	Amount spent (In INR)
1	Education to Rural Kids	Haryana	12950000.00

3. (a) Do you have a preferential procurement policy where you give preference to purchase from		

suppliers comprising marginalized /vulnerable groups? (Yes/No/NA)		
(b) From which marginalized /vulnerable groups do you procure?		
(c) What percentage of total procurement (by value) does it constitute?		

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education to Rural Kid	5000	100.00%

Notes	

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.	We receive client queries and complaints through 2 channels i.e. Call / Email. Calls and emails are handled in-house. The FCR is provided wherever possible and in case the call / email is not FCR, the request is been raised and tagged in CRM tool FCRM to ensure close tracking of complaints and queries. If the client is not satisfied with the resolution provided, we have provided 2nd and 3rd level of Escalation Matrix on our website where they can write to us and a detail investigation is done and resolution provided					
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	**As a percentage to total turnover**					
Environmental and social parameters relevant to the product	76.22%					
Safe and responsible usage	0.00%					
Recycling and/or safe disposal	0.00%					
3. Number of consumer complaints in respect of the following	**FY (2024-25)**		**Remark**	**PY (2023-24)**		**Remark**
	Received during the year	**Pending resolution at end of year**		**Received during the year**	**Pending resolution at end of year**	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA
4. Details of instances of product recalls on account of safety issues	**Number**	**Reasons for recall**				
Voluntary recalls	0	0				
Forced recalls	0	0				
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes					
If available, provide a web-link of the policy	WWW.SINDHUTRADE.COM					
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.	NA					
7. Provide the following information relating to data breaches:						
a. Number of instances of data breaches along-with impact	0					
b. Percentage of data breaches involving personally identifiable information of customers	0.00%					
c. Impact, if any, of the data breaches	NA					
Leadership Indicators						
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Information on products and services of the Company can be accessed on www.sindhutrade.com					
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	The following steps are taken to inform and educate consumers about safe and responsible usage of products and services: a) Information is regularly updated on website, b) Regular emailers, SMS and Notifications are sent to consumers					
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Consumers are informed of any risk of disruption/ discontinuation of essential services through the below means of communication. a) Website b) Email and SMS					
4. Does the entity display product information on the product over and above what is mandated as per local laws?	NA					NA
If yes, provide details in brief.						
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?	Yes					
Notes						