



# UNITED DRILLING TOOLS LTD.

CIN : L29199DL1985PLC015796

OIL DRILLING EQUIPMENT MANUFACTURING AND SERVICES

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Website : [WWW.UDTLTD.COM](http://WWW.UDTLTD.COM)

29/08/2025

UDT/SEC/2025-26/BSE-40-NSE-40

To,  
Department of Corporate Service  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai- 400001  
Security ID - 522014

Listing Compliance Department  
**National Stock Exchange of India Ltd.**  
Exchange Plaza, C-1 Block-G,  
Bandra Kurla Complex, Bandra (E),  
Mumbai – 400051  
Security ID - UNIDT

**Sub: Business Responsibility and Sustainability Report (BRSR) for FY 2024-25**

Dear Sirs/Madam,

Pursuant to Regulation 34(2) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circulars, if any, enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') of United Drilling Tools Limited (UDTL) for the FY 2024-25.

The Business Responsibility and Sustainability Report ('BRSR') integrated part of Annual Report FY 2024-25.

The said report is uploaded on the website of the Company at <https://www.udt ltd.com/wp-content/uploads/2025/08/BRSR-Report-2025.pdf>.

This is for your information and record.

Thanking You,

Yours Faithfully,

**For United Drilling Tools Limited**

Anand Kumar Mishra  
Company Secretary  
M. No. FCS-7207



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

I-1	Corporate Identity Number (CIN) of the Company	L29199DL1985PLC015796
I-2	Name of the Listed Entity	UNITED DRILLING TOOLS LIMITED
I-3	Year of incorporation Date	24/05/1985
I-4	Registered office address	139A, First Floor, Antriksh Bhawan, 22 Kasturba Gandhi Marg, New Delhi - 110001
I-5	Corporate address	26th Floor, Astrails Tower Supernova Complex, Sector -94, Noida – 201301, Distt. Gautam Budh Nagar, Uttar Pradesh
I-6	E-mail	<a href="mailto:compsect@udtltd.com">compsect@udtltd.com</a>
I-7	Telephone	0120-4162715, 4842400
I-8	Website	<a href="http://WWW.UDTLTD.COM">WWW.UDTLTD.COM</a>
I-9	Financial year for which reporting is being done	April 1, 2024 - March 31, 2025
I-10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India (NSE) Ltd.
I-11	Paid-up Capital	2,03,03,126 equity shares of ₹ 10/- each fully Paid-up i.e; ₹ 20,30,31,260/-
I-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 – Nikhil Gupta Email id :- <a href="mailto:compsect@udtltd.com">compsect@udtltd.com</a> Contact - +91-8750055919
I-13	Reporting boundary	Standalone basis
I-14	Whether the company has undertaken reasonable assurance of the BRSR Core?	Not Applicable
I-15	Name of Assurance Provider	Not Applicable
I-16	Type of assurance obtain	Not Applicable

#### II. Products/services

II-17. Details of business activities (accounting for 90% of the turnover):

S. No	Description of Main Activity	Description of Business Activity	NIC Code	% of Turnover of the Entity
1	Casing Pipe With Connector and Wireline Winches	Manufacturing and sale of Oil Drilling tools and Equipment's.	28221	100

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

S. No	Product/Service	NIC Code	% of total Turnover contributed
1	Casing Pipe With Connector and Wireline Winches	28221	100

#### III Operations

III-19. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	2	6

**Number of plants:**

1. C-41, Sector -81, Noida - 201305 Distt. Gautam Budh Nagar, Uttar Pradesh
2. Plot No. 523, New Area, KSEZ, Gandhidham, Kutch – 370230, Gujarat
3. Plot No. 129G/25-26, Noida Special Economic Zone (NSEZ) – 201305, Distt. Gautam Budh Nagar, Uttar Pradesh
4. Plot No. 423/3 & 424/4 Luni, Luni to Gundala Road, Mundra – Kutch - 370410, Gujarat

**Number of offices:**

1. Registered office: New Delhi
2. Corporate / Head office: Noida
3. Technical centre at Noida

<b>International</b>	0	0	0
Number of Plants: NIL			
Number of offices: NIL			

III-20. Markets served by the entity:

**a. Number of locations**

Locations	Number
National (No. of States)	8 (Eight)
International (No. of Countries)	12 (Twelve)

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

The overall contribution of the exports to the total turnover is 22.65% for FY 2024-25.

**c. A brief type of customers**

United Drilling Tools Limited are engaged in the manufacturing of high-tech machines and tools such as wire-line winch units, artificial gas lift equipment, down hole tools and high-performance connectors, being used in the oil, gas, drilling and allied industries.

**Manufacturing facilities have the most advanced machines and include four-major sections** - Machine shop with CNC and Special-purpose lathes, VTL's, VMC's Milling machines, Drilling machines, Cylindrical grinders etc. Fabrication, assembly and testing shops.

**Design, research, development and engineering Department** - Quality assurance department to provide destructive testing's such as Tensile test, impact test and hardness test and non-destructive testing such as ultrasonic magnaflux, phased array, dye-penetration and Radiography. Testing facilities include Tension, compression, bending, internal and external pressure testing machines & fixtures.

The manufacturing facilities have been designed to deliver high quality products of proven designs in conformity with international standards international standards as per ISO 13679:2019 ,ISO 9001:2005, ISO 45001:2018, 14001:2015, and are certified by the American Petroleum Institute (API License No. 5B-0391, 5CT-0565, 5L-0424, 7-1-0393, 07-02-0851, 19G1-008 & 19G2-0010).

Our Domestic and Global customer base includes ONGC, Oil India, Focus Energy, Jindal Drilling, Welspun, Halliburton, Schlumberger, Shelf Drilling, American Corporation Tools Inc., Argentera, Petrobras, Cactus, Baker Hughes, Cairn Oil & Gas (Vedanta), Megictech Energy, Tiwan, Trident Russia, Quippo Energy etc.

## IV Employee

IV-21. Details as at the end of Financial Year:

A. Employees and workers including differently abled

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	165	162	98.18%	03	1.82%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>165</b>	<b>162</b>	<b>98.18%</b>	<b>03</b>	<b>1.82%</b>
<b>WORKER</b>						
1.	Permanent (D)	29	29	100%	-	-
2.	Other than Permanent (E)	158	158	100%	-	-
3.	<b>Total employees (D + E)</b>	<b>187</b>	<b>187</b>	<b>100%</b>	-	-

IV-21. Details as at the end of Financial Year:

B. Differently abled employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	<b>Total differently abled employees (D + E)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5.	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
6.	<b>Total differently abled workers (F + G)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

IV-22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	5	0	0.00%

IV-23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.50	0	7.50	7.00	0	7.00	8.00	0	8.00
Permanent Workers	24.00	0	24.00	22.00	0	22.00	23.00	0	23.00

## V Subsidiary and Associate Companies (including joint ventures)

V-24. a) Names of holding/subsidiary/associate companies/joint ventures

Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	New Name	% 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)
M/s P Mittal Manufacturing Private Limited	Subsidiary company	NA	100%	No

## VI CSR Details

VI-25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes

VI-25. (ii) Turn-over (in lacs) – ₹ 17,508.52

VI-25. (iii) Net Worth (in lacs) – ₹ 26,310.97

## VII Transparency and Disclosure

VII-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 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders))	Yes <a href="mailto:finance@udtlimited.com">finance@udtlimited.com</a>	Nil	Nil	NA	Nil	Nil	NA
Shareholder	Yes, <a href="#">Shareholders grievance mechanism</a>	1	0	NA	3	0	NA
Employees	Yes, <a href="mailto:HR@udtlimited.com">HR@udtlimited.com</a>	The company has established department-specific mechanisms to address and resolve grievances from all stakeholders, including employees, customers, and partners. A clear and comprehensive Code of Conduct has been implemented to guide the behavior and expectations of all parties, ensuring fairness, transparency, and ethical interactions. These grievance mechanisms provide accessible channels for reporting concerns, with guarantees of confidentiality, timely resolution, and independent review when necessary. Additionally, the company continuously analyzes feedback from grievance reports to improve systems and prevent future issues, ensuring a respectful, accountable, and responsive environment for all involved.  No grievances other than those that may occur in the normal course of business.					
Communities	Yes						
Customers	Yes, <a href="mailto:Enquiry@udtlimited.com">Enquiry@udtlimited.com</a>						
Value Chain Partners	Yes <a href="mailto:Enquiry@udtlimited.com">Enquiry@udtlimited.com</a>						
Other (Please specify)		None					

VII-27. Overview of the entity's material responsible business conduct issues:-

The 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, which is as under

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1.	Product Innovation, safety and quality	Opportunity	Its offer significant growth opportunities. Innovating to meet diverse consumer needs, adhering to safety standards, and delivering high-quality products can help businesses gain consumer trust and loyalty. These factors also open doors for global expansion, especially as India's manufacturing capabilities and regulatory standards improve.	NA	Positive
2.	Customer Satisfaction	Opportunity	Its helps businesses tailor offerings to specific segments, improving satisfaction and loyalty. This targeted approach drives growth by optimizing resource allocation and expanding market reach.	NA	Positive
3.	Corporate Governance Board oversight Conflict of Interest, Ethics, Risk and Compliance	Risk	We implemented effective corporate governance ensures strong board oversight, ethical practices, compliance, and proactive risk management, driving sustainable growth and success for sustainable growth of the company	UDTL mitigate risks and ensure sustainable growth, the Company has implemented effective corporate governance practices, encompassing strong Board oversight, adherence to high ethical standards, strict regulatory compliance, and proactive risk management measures, thereby fostering long-term value creation and business success.	Negative
4.	Air Emissions Management	Risk	Air emissions management remains a critical challenge, with direct implications for environmental quality, public health, and employee well-being. Addressing this requires strong control systems, continuous monitoring, and sustained commitment to minimizing our environmental footprint while safeguarding the interests of our stakeholders.	To mitigate the challenges associated with managing air emissions—which have significant impacts on the environment, community health, and worker well-being—the Company adopts stringent emission control measures, invests in cleaner technologies, ensures continuous monitoring, complies with all applicable environmental regulations, and engages with stakeholders to implement sustainable solutions that minimize adverse impacts.	Negative
5.	Water Management	Risk	Water is an essential resource for our operations, and its scarcity could disrupt production processes and heighten the risk of disputes with stakeholders over shared water resources. Ensuring sustainable water availability is therefore vital to our operational resilience and stakeholder relations.	UDTL mitigates water scarcity risks by adopting the principles of Reduce, Reuse, Recycle, and Recover, supported by the deployment of best-available technologies and minimizes freshwater withdrawal by maximizing the reuse of treated wastewater within its operations, thereby conserving resources and promoting sustainable water management.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
6.	Health and Safety Risk	Risk	UDTL's workforce across its plants is integral to the Company's success. Safeguarding the health and well-being of employees and neighboring communities is a top priority. Serious safety incidents or adverse regulatory actions could disrupt operations, impact employee morale, and harm the Company's reputation.	<p>UDTL is dedicated to keeping employees and communities safe, following a 'no harm' approach. The company actively tracks safety performance, using measures like fatalities, Lost Time Injury Frequency Rate (LTIFR), serious injuries, recordable injuries, and first aid cases.</p> <p>UDTL offers training for employees and regular for those in dusty or noisy areas at our Occupational Health Centre (OHC). We confirms that also carry out pre-employment medical exams for all employees.</p>	Negative
7.	Community Engagement and Development	Opportunity	<p>Communities are vital stakeholders, providing UDTL with the social license to operate. Through consistent engagement and trust-building, the Company strengthens its reputation and fosters long-term mutual benefits.</p> <p>Our society are key stakeholders for us, as they give us license to operate. By building trust and engaging with them, UDTL gains reputation and benefits in the long run.</p>	UDTL engages proactively with local communities through targeted CSR initiatives, supporting development in areas such as education, healthcare, medical aid for underprivileged individuals, infrastructure, and poverty alleviation. These programs have contributed to improved living standards, expanded educational access, and better healthcare facilities, thereby development strong community relations and promoting inclusive, sustainable growth.	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

- |    |  |
|----|--|
| P1 | Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.        |
| P2 | Businesses should provide goods and services in a manner that is sustainable and safe.   |
| P3 | Businesses should respect and promote the well-being of all employees, including those in their value chains.                        |
| P4 | Businesses should respect the interests of and be responsive to all its stakeholders.  |
| P5 | Businesses should respect and promote human rights.  |
| P6 | Businesses should respect and make efforts to protect and restore the environment.   |
| P7 | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent. |
| P8 | Businesses should promote inclusive growth and equitable development.  |
| P9 | Businesses should engage with and provide value to their consumers in a responsible manner   |

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and Management Process</b>									
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	UNITED DRILLING TOOLS LIMITED has inculcated various policies throughout its business conduct to align themselves with all the regulatory guidelines and it is available on the company's website Link: <a href="https://udtltd.com/policies/">https://udtltd.com/policies/</a>								
2. Whether the entity has translated the policy into procedures	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes /certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The organization abides by all the applicable laws and standards for the above given principles. The manufacturing facilities have been designed to deliver high quality products of proven designs in conformity with international standards as per ISO 13679:2019, ISO 9001:2005, ISO 45001:2018, 14001:2015, and are certified by the American Petroleum Institute (API License No. 5B-0391, 5CT-0565, 5L-0424, 7-1-0393, 07-02-0851, 19G1-008 & 19G2-0010).								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company has established defined goals and time-bound targets to drive its sustainability agenda. Strengthening governance remains a priority, with commitments to support local communities through CSR initiatives and deepen engagement with stakeholders. All waste generated is managed and disposed of through environmentally responsible methods.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
<b>Governance, leadership and oversight</b>									
7. Statement by 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 United Drilling Tools Limited (UDTL), we remain deeply committed to integrating Environmental, Social, and Governance (ESG) principles into our business strategy. We acknowledge the challenges posed by air emissions, water scarcity, waste management, workplace safety, and evolving stakeholder expectations. To address these, we have set clear and measurable targets, including reducing air emissions through advanced technologies, maximizing water recycling, ensuring 100% eco-friendly waste disposal, enhancing employee well-being, and expanding our CSR initiatives in education, healthcare, medical aid to underprivileged individuals, and community infrastructure development.</p> <p>During the reporting period, we achieved significant progress in these areas. We increased the proportion of treated water reused in our plants, strengthened workplace safety through proactive training and monitoring, and expanded our community outreach programs, resulting in improved educational opportunities and healthcare access for local communities. We also enhanced governance frameworks to ensure transparency, ethical conduct, and active stakeholder engagement. While we take pride in these accomplishments, we remain committed to continuous improvement, innovation, and responsible growth that delivers long-term value for all stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<b>Mr. Inderpal Sharma, Executive Director</b>								
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.	<i>Yes. Executive Director is driving the ESG of the organization. ESG Committee formation is under process.</i>								

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

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

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.
- Yes, external assessment was carried out by our Statutory Auditor, Internal Auditors and Secretarial Auditors, American Petroleum Institute and other technical Auditors.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)									NOT APPLICABLE
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**
**EI-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	5	Related party Transactions, CSR, Product Development, SEBI Listing Regulations & Companies Act, 2013	100%
Key Managerial Personnel	5		100%
Employees other than Board of Directors and KMPs	45	Employees receive regular training in skill enhancement, process improvements, soft skills, and safety.	100%
Workers	45	Workers receive regular training in processes, safety, fire fighting, and other technical skills.	100%

**EI-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					
Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty			NIL		
Settlement			NIL		
Compounding Fee			NIL		

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

**EI-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.**

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
		Not Applicable

**EI-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 code of conduct includes rules against corruption and bribery. The company has a Vigil Mechanism as required by the Companies Act, 2013, to ensure compliance with anti-bribery laws. We are dedicated to preventing and detecting unethical practices. This policy applies to all employees, contractors, and suppliers. Our Guiding Principles state that we do not accept gifts or favors from anyone we do business with.

For more details refer the link given below: <https://udtltd.com/policies>

**EI-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	FY 2023-24
Directors		
KMPs	Nil	Nil
Employees		
Workers		

**EI-6. Details of complaints regarding conflict of interest:**

	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

**EI-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

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

Particulars	2024-25	2024-25
Number of days of accounts payables	82	246

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

Parameter	Metrics	2024-25 (₹ in Lacs)	2023-2024 (₹ in Lacs)	
Concentration of Purchases	a. i) Purchase From Trading Houses	NA	NA	
	ii) Total Purchase			
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses			
	b. Number of trading houses where purchases are made from			
	c. i) Purchases from top 10 trading houses			
	ii) Total Purchases from top 10 trading houses			
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses			
	Concentration of Sales	a. i) Sales to dealers/distributors	NA	NA
		ii) Total Sales		
iii) Sales to dealers / distributors as % of total sales				
b. Number of dealers / distributors to whom sales are made				
c. i) Sales to top 10 dealers / distributors				
ii) Total Sales to top 10 dealers / distributors				
iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors				
Share of RPTs in		a. i) Purchases (Purchases with related parties / Total Purchases)	292.83	232.63
		ii) Total Purchase	6,886.51	13,325.50
	iii) Purchases (Purchases with related parties as % of Total Purchases)	4.25%	1.75%	
	b. i) Sales (Sales to related parties)	32.03	686.69	
	ii) Total Sales	17,215.66	13,664.86	
	iii) Sales (Sales to related parties as % of Total Sales)	18.60%	5.03%	
	c. i) Loans & advances given to related parties	1,150	1,150	
	ii) Total loans & advances	1,150	1,150	
	iii) Loans & advances given to related parties as % of Total loans & advances	100%	100%	
	d. i) Investments in related parties	126.07	126.07	
	ii) Total Investments made	126.07	126.07	
	iii) Investments in related parties as % of Total Investments made	100%	100%	

## Leadership Indicators

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

Total no of awareness programmes held	Topics/principles covered in training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
NOT APPLICABLE		

### 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, the policy on Code of Conduct for Directors and Senior Management expects that all its Senior Management team discloses potential conflicts of interest that they may be there regarding any matter and comply with applicable laws and guidelines. We are processes in place to avoid and manage conflicts of interest involving members of the Board.

All Board members submit disclosure of their interest in other entities pursuant to Section 184 of the Companies Act, 2013 at the first Board Meeting of every financial year and also as & when there is a change in previous disclosure made. The Company also prepares a Related Party List pursuant to provisions of Companies Act, 2013 and SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, which is being monitored to check proposed related party transactions/potential conflict of interest and ensures prior approvals of the Board/Audit Committees/Shareholders as the case may be, are in place. The company is committed to identifying and managing conflicts of the interest to ensure the highest level of ethical standards. Website:- <https://udtltd.com/code-of-conduct>.

## PRINCIPLE 2

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

#### Essential Indicators

#### EI-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.

A portion of our R&D and capital expenditure (capex) investments is carefully directed towards technologies that improve environmental and social outcomes related to our products and processes. This targeted investment reflects our overall commitment to making a positive impact.

Within the annual report, the allocation of both capital and revenue expenditures for Research and Development undertakings has been meticulously categorized under the respective headings. However, due to the intricate interplay of these expenditures, the task of segregating them into discreet categories remains a practical challenge.

Segment	FY 2024-25	FY 2023-24
R&D	100%	100%
Capex (₹ in lacs)	3.00	3.01

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

Yes.

#### EI-2. (b) If yes, what percentage of inputs were sourced sustainably?

100.00

#### EI-3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The company is working towards achieving a circular economy by ensuring the use of the 3R principle of Reduce, Reuse and Recycle. This principle has helped in optimizing resource utilization with minimal environmental impact.

Since, products are integrated into various end-use items, it is impractical to reclaim them individually at the end of their life cycle.

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

Not Applicable

#### Leadership Indicators

**LI-1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Currently, the company has not conducted any Life Cycle Perspective / Assessments (LCA) for any of its products.

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

S. No.	Name of Product/Service	Description of the risk/concern	Action Taken
No significant social and environmental risks arises			

**LI-3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Not Applicable

**LI-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:**

Not applicable

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

Not applicable

### PRINCIPLE 3:

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

#### Essential Indicators

**EI-1(a) Details of measures for the well-being of employees:**

Category	% of Employees covered										
	Total (A)	Health insurance care facilities		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) %
<b>Permanent Employees</b>											
Male	162	162	100%	162	100%	NA	NA	NA	NA	NA	NA
Female	03	03	100%	3	100%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>165</b>	<b>165</b>	<b>100%</b>	<b>165</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent employees</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**EI-(b) Details of measures for the well-being of workers**

The following table provides a percentage of workers (Permanent workers & Other than Permanent workers) covered under the well-being measures in the reporting year.

Category	% of workers covered										
	Total (A)	Health insurance care facilities		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)%
<b>Permanent workers</b>											
Male	29	29	100%	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	0	0	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>29</b>	<b>29</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent workers</b>											
Male	158	0	0	158	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>158</b>	<b>0</b>	<b>0</b>	<b>158</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Particulars	2024-25	2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.0015	0.002

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes
Gratuity	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes
ESI	25% of the applicable employees, as per the relevant Act	18% of the applicable employees, as per the relevant Act	Yes	28% of the applicable employees, as per the relevant Act	28% of the applicable employees, as per the relevant Act	Yes
Others – please specify	Not Applicable					

**EI-3. Accessibility of Workplace-**

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

Yes, the premises of Company constructed in a way that is accessible to differently abled workers and employees and are as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

The Company has constantly been working on providing equal opportunity and promoting equal rights. It is very strict with its anti-discrimination stands. The company has an holistic approach towards providing employment opportunities at plant and office location based on the nature of disabilities.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**EI-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. The Board of Directors of the Company has adopted POSH- (Prevention of Sexual Harassment Act), CoC- (Code of Conduct), for all classes of permanent employees and workers. All the employees and workers can report the human rights abuses through dedicated channels. And also Whistle Blower Policy in place to establish a vigil mechanism for the Directors, employees, vendors and dealers of the Company, to report genuine concerns or grievances.

The link to the same is available on Company's website at: <https://udtltd.com/policies>

If yes, give details of the mechanism in brief (Yes/No)	
Permanent workers	At our organization, every individual whether a permanent employee or worker is encouraged to raise concerns and report grievances without hesitation. A dedicated committee, supported by clearly defined Standard Operating Procedures (SOPs), ensures that all grievances are addressed promptly, fairly, and effectively.
Other than Permanent workers	
Permanent Employees	Our operations are grounded in a strong commitment to human rights, reflected in a comprehensive policy framework that includes our Code of Conduct, Prevention of Sexual Harassment (POSH) guidelines, and Whistle-blower Policy. These measures collectively provide a healthy mechanism for resolving issues within defined timelines. We attempt to maintain a workplace culture built on trust, accountability, respect, and safety, where every voice is valued and every concern receives due attention.
Other than permanent Employees	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union(B)	% (B/A)	Total employees/workers irrespective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% (D/C)
<b>Total Permanent Employees</b>	165	0	0%	153	0	0%
Male	162	0	0%	149	0	0%
Female	3	0	0%	4	0	0%
<b>Total Permanent Workers</b>	29	0	0%	33	0	0%
Male	29	0	0%	33	0	0%
Female	0	0	0%	0	0	0%

**EI-8. Details of training given to employees and workers:**

Category	Total FY25	Health and safety		Skill Development		Total FY24	Health and safety		Skill Development	
<b>Employees</b>										
Male	162	162	100%	162	100%	149	149	100%	149	100%
Female	03	03	100%	03	100%	04	04	100%	04	100%
<b>Total</b>	<b>165</b>	<b>165</b>	<b>100%</b>	<b>165</b>	<b>100%</b>	<b>153</b>	<b>153</b>	<b>100%</b>	<b>153</b>	<b>100%</b>
<b>Workers</b>										
Male	29	29	100%	33	100%	33	33	100%	33	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>29</b>	<b>29</b>	<b>100%</b>	<b>33</b>	<b>100%</b>	<b>33</b>	<b>33</b>	<b>100%</b>	<b>33</b>	<b>100%</b>

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

Category	FY 2025			FY2024		
	Total(A)	No.(B)	(B/A)%	Total(A)	No.(B)	(B/A)%
<b>Employee</b>						
Male	162	162	100%	149	149	100%
Female	03	03	100%	04	04	100%
<b>Total</b>	<b>165</b>	<b>165</b>	<b>100%</b>	<b>153</b>	<b>153</b>	<b>100%</b>
<b>Workers</b>						
Male	29	-	100%	33	-	100%
Female	-	-	-	-	-	-
<b>Total</b>	<b>29</b>	<b>-</b>	<b>100%</b>	<b>33</b>	<b>-</b>	<b>100%</b>

**EI-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. Aligned with its integrated management system, the Company has implemented certified safety management systems at all four manufacturing sites, spare parts departments, and headquarters, covering all employees and workers within a strong occupational health and safety framework. The Company's safety governance, management systems, training, communication, and performance indicators highlight its dedication to safeguarding employees, the environment, and the community.

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

We carefully identify work-related hazards and carry out daily Hazard Identification and Risk Assessment (HIRA) to spot potential risks as part of our routine. Our commitment to safety includes:

**Systematic Hazard Identification:** identify and evaluate work-related hazards using our established procedures for assessing environmental and safety risks and carefully update records of these evaluations in our Aspect and Hazard Evaluation Register.

**Constant Vigilance:** We continually identify workplace hazards through various methods, including:

- Daily Safety Toolbox Talk: Regular discussions to install safety awareness.
- Daily Safety Inspection: Safety personnel, plant teams, and night duty officers conduct daily inspections.
- Routine Unsafe Condition Identification: Identifying and addressing unsafe conditions and acts.
- Weekly Senior Officer Inspections: Weekly inspections by senior officers to reinforce safety.
- Engagement with Workmen: Weekly shop floor safety meetings to collaborate with our workforce.

- Controlled Work Permits: Work permits issued by plant and safety personnel to ensure safe tasks.
- Safety Observation Tour (SOT): Tours around the plant to maintain safety standards.
- Safety Committee Meetings/Reviews: Regular meetings for safety review and enhancement.
- External Audits and Inspections: Third-party safety inspections and external audits contribute to our rigorous safety approach.

Through these multifaceted approaches, we are steadfast in our commitment to creating a work environment that prioritizes safety and safeguards the well-being of our workforce.

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

Yes, The Company has established clear processes for workers to report any work-related hazards they encounter. Employees are encouraged to promptly notify management about potential risks. Additionally, if a worker feels that a hazard poses an immediate threat to their safety, they are empowered to remove themselves from the risk area. These procedures ensure that hazards are addressed swiftly and that workers are protected from unsafe conditions.

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

**Yes.** We offer a comprehensive array of benefits that underscore our commitment to their well-being:

**Life Insurance:** Provide life insurance coverage to ensure financial security for our employees and their loved ones.(as Term Insurance and Group insurance )

**Healthcare:** The Company care deeply about employees' health and provide strong healthcare benefits to meet their medical needs and support their well-being.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL -	NIL -
	Workers	NIL -	NIL -
Total recordable work-related injuries	Employees	NIL -	NIL -
	Workers	NIL -	NIL -
No. of fatalities	Employees	NIL -	NIL -
	Workers	NIL -	NIL -
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL -	NIL -
	Workers	NIL -	NIL -

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

UDTL is committed to creating a safe and positive work environment and use an occupational health & safety (OH&S) Management system at our plants, supported by safety observations, legal compliance, and third-party audits.

**EI-13. Provide the number of employees/workers having suffered high consequence work-related injury/ill health/fatalities. Complaints on the following made by employees and workers:**

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	Nil	-	-	Nil
Health Safety	-	-	Nil	-	-	Nil

**EI-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%

**EI-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**

The Company promotes safety through a strong management system and safety governance and aim for Zero LTI (Loss Time Injury) with long-term strategies and take proactive action on safety incidents and concerns.

1. Create a team to investigate the root cause of incidents and prevent recurrence.
2. Document the incident and recommended corrective actions.
3. Implement and monitor corrective actions like updating safety procedures, offering more training, or enhancing PPE requirements. No corrective actions were needed or underway during this reporting period.

**Leadership Indicators****LI-1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N)**

Yes, the organization ensures that its employees and workers and their families are taken care of in case of any unfortunate situation. some of the initiatives already in place are:

- a. EMPLOYEES: Yes
- b. WORKERS: Yes

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

Not Applicable

**LI-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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

Yes

**LI-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	NOT APPLICABLE
Working Conditions	

**LI-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 corrective actions were taken as no major risks concerns were identified.

## Principle 4

### Businesses should respect the interests of and be responsive to all its stakeholders

#### Essential Indicators

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

The company approach focuses on ongoing interaction and insights from various stakeholder groups, including:

Key Groups: Shareholders, investors, customers, local communities, civil society, farmers, and suppliers.

Important Individuals: Employees and workers.

External Influencers: Government agencies, regulatory bodies, industry associations, and the media.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	NO	Inter Office Memo, one-to-one counselling, Emails, Meetings	As and when required	To boost morale, to motivate them and to convey information.
Vendors	NO	Meetings, Calls, emails.	As and when required	To develop stronger relationships with vendors and to ensure regular timely supply of material
Customers	NO	Website, Email, Customer visits, Calls, Surveys	As and when required	To understand Customers Preferences and attitude towards the Products
Govt. Regulatory	NO	Email, E-Filings, Newspaper, Advertisements, Websites, Office Visits.	As and when required	To maintain Statutory records and to resolve issues, if any.
Shareholder & Investors	NO	Email, E-Filings, Newspaper, Advertisement, Website, Meetings, Investor conferences	As per regulatory requirements ; on request of shareholders	Understanding investor expectations and clarifying any concerns relating to Company.
Bankers & Financial Institutions	NO	Website, Email, One to one Meetings	As and when required	For working capital facilities or any other short term requirement.

#### Leadership Indicators

##### LI-1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company communicate with stakeholders through its Annual Report, corporate website, AGM, and direct interactions via the Investor Relations team on strategic, performance, and ESG matters. The Stakeholders Relationship Committee (SRC) oversees shareholder communications and grievance redressal, while the CSR Committee monitors CSR and sustainability initiatives. These structured channels ensure transparency, timely responses, and active stakeholder participation. Feedback gathered is integrated into decision-making to align business goals with stakeholder expectations

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

YES, the company recognizes that consulting with stakeholders is crucial for aligning its ESG strategies and goals. Therefore, the company seeks to incorporate stakeholder feedback into key policies and activities. This helps manage identified risks and opportunities effectively.

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

The Company engages proactively with diverse stakeholder groups through structured interaction and feedback mechanisms, enabling the identification and effective management of material issues. By actively listening to stakeholders, we address their concerns and incorporate their perspectives into our decision-making processes, ensuring that key topics are managed efficiently and responsibly. Our CSR initiatives, implemented primarily in the Delhi/NCR region, focus on supporting vulnerable and marginalized communities through programs in women's empowerment, poverty alleviation, skill development, education, livelihood enhancement, rural development, and environmental conservation, thereby fostering inclusive and sustainable growth.

**PRINCIPLE 5**

**Businesses should respect and promote human rights**

**Essential Indicators**

**EI-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 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (B)	% (D/C)
<b>Employees</b>						
Permanent	165	165	100%	153	153	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>165</b>	<b>165</b>	<b>100%</b>	<b>153</b>	<b>153</b>	<b>100%</b>
<b>Workers</b>						
Permanent	29	29	100%	33	33	100%
Other than permanent	158	-	0%	-	150	0%
<b>Total Workers</b>	<b>187</b>	<b>29</b>	<b>15.51%</b>	<b>183</b>	<b>33</b>	<b>18.03%</b>

All the employees and workers are given trainings on human rights, safety and Code of Conduct on a periodic basis.

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to minimum wages		More than Minimum Wage		Total (D)	Equal to minimum wages		More than minimum wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Permanent	165	2	1.31%	162	98.79%	153	2	1.31%	151	98.69%
Male	162	2	1.21%	162	98.79%	149	2	1.34%	147	98.66%
Female	3	0	0%	3	100%	4	0	0%	4	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to minimum wages		More than Minimum Wage		Total (D)	Equal to minimum wages		More than minimum wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Workers</b>										
Permanent	29	10	34.48%	19	65.52%	33	8	24.24%	25	75.76%
Male	29	10	34.48%	19	65.52%	33	8	24.24%	25	75.76%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	158	52	32.91%	106	67.09%	150	51	34%	99	66%
Male	158	52	32.91%	106	67.09%	150	51	34%	99	66%
Female	0	0	0%	0	0%	0	0	0%	0	0%

**EI-3 a. Details of remuneration/salary/wages, in the following format:**

Category	Male		Female	
	Number	Median remuneration (In ₹)	Number	Median remuneration (In ₹)
Board of Directors (BoD)	6	3,39,400	1	3,39,400
Key Managerial Personnel	5	3,39,400	-	3,39,400
Employees other than BoD and KMP	157	3,39,400	3	3,39,400
Workers	187	NA	-	NA

**EI-3 b. Gross wages paid to females as % of total wages paid by the entity, in the following format**

Particulars	2024-25	2023-24
Gross wages paid to females as % of total wages	1.99%	1.93%

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

Yes.

**EI-5. Describe the internal mechanisms in place to redress grievances related to human rights issue.**

A work committee made up of leaders from different departments makes sure workers at the plant are safe and healthy. This committee reports to the Plant Head. Additionally, the Department Head are responsible for respecting human rights, avoiding any human rights abuses, and setting up a way to handle and resolve complaints from affected parties.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights related issues						

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

Particulars	2024-25	2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company is dedicated for workplace culture where every individual is treated with dignity, equality, and respect. In line with this commitment, we have adopted a Prevention of Sexual Harassment (POSH) Policy that sets out clear guidelines for preventing and addressing any form of misconduct, including harassment and discrimination. A duly constituted POSH Committee oversees the implementation of this policy, managing complaints through a structured process that ensures prompt receipt, impartial investigation, and fair resolution. This framework reflects our commitment to maintaining a safe, inclusive, and respectful work environment for all.

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

Yes. All our agreements and contracts include laws and regulations about human rights and safe working conditions. We also have a Supplier Code of Conduct that requires every supplier in our supply chain to follow all relevant laws and respect human rights. Additionally, our company follows the principles of the UN Global Compact, which includes commitments to human rights and taking various aspects of human rights such as child labour, forced or compulsory labour, health , safety, freedom of association, non-discrimination, disciplinary practices, security practices, working hours, compensation practices.

**EI-10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	Assessed by HR department through internal assessment
Wages	
Others – please specify	

**EI-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**

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

The Company has not received any human rights–related grievances. To proactively address potential issues, we have implemented strict directives prohibiting any form of human rights violation in the workplace and established a dedicated grievance redressal mechanism to address such matters, should they arise. This system enables effective monitoring, timely intervention, and proper management of any future complaints or concerns.

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

Our process for checking human rights involves doing risk assessments and using several important policies like the whistle blower policy and workplace ethics policy. This thorough program applies to all our permanent and contract employees. It helps us find any weak spots and potential human rights issues and address them.

**LI-3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016**

Yes, the premises/office of the entity is accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

**LI-4. Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Assessed by HR department through internal assessment
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

No violation was observed during FY 2024-25.

**Principle 6**

**Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

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

Parameter	Figure In MJ	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	29,37,852	28,74,374
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	2,04,000	-
<b>Total energy consumption (A+B+C)</b>	<b>31,41,852</b>	<b>28,74,374</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	70,41,22,468
Energy consumption through other sources (F)	-	-
<b>Total energy consumption (D+E+F)</b>	-	70,41,22,468
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>31,41,852</b>	<b>70,69,96,842</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.45	0.52
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-

**EI-2** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - No

**EI-3. 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.**

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

**EI-4. Provide details of the following disclosures related to water, in the following format**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	823	718
(iii) Third party water	55	52
(iv) Seawater/desalinated water	-	-
(v) Others- Water from Municipality	-	-
(vi) Others- Collected rainwater	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>878</b>	<b>770</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>878</b>	<b>770</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover)	878KL/14091.9 in ₹ lacs	770KL/13,664.86 in ₹ lacs
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	878KL/14091.9 in ₹ lacs	770KL/13,664.86 in ₹ lacs
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

**EI-5. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres).**

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) To Ground water		
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

**EI-6 Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No.**

Remarks: No water is discharged outside the unit premises.

**EI-7. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) mechanism, ensuring 100% water recycling across relevant facilities. The Company has instituted wastewater management system, ensuring zero wastewater discharge into the environment by meticulously recycling and repurposing treated wastewater for internal use.

**EI-8. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	MT	Below the norms of CPCB	Below the norms of CPCB
SOx	MT	Below the norms of CPCB	Below the norms of CPCB
Particulate matter (PM)	MT	Below the norms of CPCB	Below the norms of CPCB
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-

**EI-9. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

No.

**EI-10. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Kg of CO <sub>2</sub> e/Re		
<b>Total Scope 1 and Scope 2 emission intensity per Rupee of turnover for purchasing Power Parity</b>		Note Applicable	
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical Input</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity</b>			

**EI-11. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No**
**EI-12. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details**

Yes, the entity has undertaken various short, medium, and long-term initiatives to reduce Green House Gas (GHG) emissions and work towards achieving a net-zero target such converting our DG set for power to the CNG sent power generation, regular maintenance of our plant etc.

**EI-13. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1.02 Tons	3 Tons
E-waste (B)	8.7 Tons	8 Tons
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	25 Nos	22 Nos
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2050 Kg	1800 Kg
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	30 Tons Metal Scrap, 385 Kg Cartons, 195 Nos. Drums	25 Tons Metal Scrap, 302 Kg Cartons, 185 Nos. Drums
<b>Total (A + B + C + D + E + F + G + H)</b>	0	0

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total Waste Generated /Revenue from operations)	0	0
Waste intensity per rupee of turnover adjusted for Purchasing PowerParity (PPP) (Total Waste Generated / Revenue from operationsadjusted for PPP)	0	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste- Plastic</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of waste-E- Waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of waste-Bio Medial Waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of waste-Construction and demolition Waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of waste-Battery waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of Radioactive waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of Other Hazardous waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>Category of Other Hazardous waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Category of Other Non- Hazardous waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	0	0
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste – Plastic</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	0	0
<b>Category of waste – W-waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>		
<b>Category of waste – Bio Medical waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>		
<b>Category of waste – Construction and demolition waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	0	0
<b>Category of waste – Battery</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	0	0
<b>Category of waste – Radioactive</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	0	0
<b>Category of waste – Other Hazardous waste , Please specify if any</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	0	0
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0

**EI-14. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:-** No

**EI-15. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company’s waste management systems effectively handle manufacturing and operational waste. Its commitment to the 3R (Reduce, Reuse, Recycle) concept supports a circular economy, minimizes the use of virgin materials, and reduces environmental impact.

**EI-16. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

No, Company does not operate in ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc which require approvals / clearances.

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

**EI-17. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated In public domain (Yes/No)	Relevant Web link
Not Applicable					

**EI-18. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

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

Remarks: We are complying all States and Central Government Laws, guidelines and regulations as mandated by State Pollution Control Board (SPCB) and Central Pollution Control Board (CPCB)

**Leadership Indicators**

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

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

- (i) Name of the area:- Noida Uttar Pradesh, Kandla Gujrat
- (ii) Nature of operations:- Oil Drilling Equipment Manufacturing

**LI-2 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Water withdrawal, and consumption in the following format:**

Parameter	2024-25	2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	823	718
(iii) Third party water	55	52
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>878</b>	<b>770</b>
Total volume of water consumption (in kilolitres)	878	770
Water intensity per rupee of turnover (Water consumed / turnover)	878 KL/14,091.9 in ₹ lacs	770KL/13,664.86 in ₹ lacs
Water intensity (optional) – the relevant metric may be selected by the entity.KL / null of null	878 KL/14,091.9 in ₹ lacs	770KL/13,664.86 in ₹ lacs
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>		
No treatment With treatment – please specify level of treatment	0	0
<b>v) Others</b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

LI-1 Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency;- No.

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

Not applicable

**LI-3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency**

Not applicable

**LI-4. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

**LI-5. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Not Applicable

**LI-6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, **United Drilling Tools Limited (UDTL)** has constituted a dedicated Risk Management Committee to formulate and supervise strategies for business continuity and disaster preparedness. The Committee plays a pivotal role in designing a structured framework for identifying, evaluating, and mitigating risks across key domains such as finance, operations, sector-specific challenges, sustainability, and cyber security.

In addition to establishing strong internal controls and risk mitigation measures, the Committee continuously reviews and monitors the implementation of the Company's Risk Management Policy to ensure its effectiveness.

As part of its active approach, UDTL has also developed a comprehensive Onsite Emergency Plan and Disaster Control Strategy, aimed at ensuring continuity of critical business operations during unforeseen disruptions. This strategy is designed to address and respond effectively to high-impact scenarios, including explosions, fire incidents, cyber-attacks, terrorism, and other potential threats, thereby safeguarding the Company's resilience and long-term sustainability.

**LI-7. 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.**

Not Applicable

**LI-8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

Not Applicable

## PRINCIPLE 7

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

### Essential Indicators

**1 (a) Number of affiliations with trade and industry chambers/ associations.**

The Company is a member of 4 main trade and industry chambers / associations. The Company participates in the discussions, meetings and seminar organized by these associations and actively put forth its viewpoint on various policy matters and inclusive development policies.

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

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	PHD Chamber of Commerce and Industry	National
3	ASSOCHAM	National
4	Indian Chamber of Commerce and Industry	National

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

Not applicable.

### Leadership Indicators

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

Not applicable

**PRINCIPLE 8:**
**Businesses should promote inclusive growth and equitable development**
**Essential Indicators**
**EI-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
NA					

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

Not applicable.

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

United Drilling Tools Limited (UDTL) designs its CSR initiatives with a strong emphasis on collaborative community participation. The Company places high importance on continuous interaction with local stakeholders to ensure that its programs are relevant, impactful, and inclusive.

The central objective of these CSR interventions is to short-term holistic social development , with special attention to uplifting underprivileged and vulnerable sections of society that benefit most from targeted support.

Through transparent communication and structured feedback mechanisms, UDTL remains attentive to the evolving needs of the communities it serves. This two-way engagement enables the Company to respond effectively to requests for assistance and to align its CSR activities with genuine community priorities, thereby enhancing both social value creation and long-term community well-being.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	16.51%	13.08%
Sourced directly from within India	76.52%	75.93%

**EI-5. Job creation in smaller towns- Disclose wages paid to persons employed<sup>1</sup> (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)**

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	51.23	59.47
Semi-urban	21.08	17.65
Urban	16.67	13.07
Metropolitan	11.02	9.81

## Leadership Indicators

### LI-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
No negative social impact has been identified during social impact assessment.	Not applicable

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

The Company is committed to generating a meaningful and lasting social impact through its CSR initiatives, with the objective of enhancing the quality of life of its beneficiaries. By implementing diverse projects, the Company seeks to promote inclusive growth and support community well-being in a sustainable manner.

Currently, the Company's CSR activities are concentrated in the Delhi NCR region and none of its projects are being carried out in self-improving districts. However, recognizing the importance of reaching underserved areas, the Company is actively exploring opportunities to broaden the geographical scope of its CSR programs in the coming years, thereby extending the benefits of its initiatives to a wider section of society

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

The Company does not have a preferential procurement policy to purchase from suppliers comprising marginalized / vulnerable groups but it is directly working with various local suppliers and vendors for its supply.

### LI-3. (b) From which marginalized /vulnerable groups do you procure?

Not applicable

### LI-3. (c) What percentage of total procurement (by value) does it constitute?

Not applicable

### LI-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

Not Applicable

### LI-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.

No complaints regarding intellectual property related disputes have been registered and hence no corrective action was taken.

### LI-6. Details of beneficiaries

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Health Care	1500	40
2.	Eradicating Hunger ,Poverty	6000	70
3	Promoting Education including Special Education	390	55
4	Setting up Old Age Homes , day care facilities	900	75
5	Promoting national heritage art and culture	60	20
6	Empowering women , enhancing vocational skills	160	16

## Principle 9:

### Businesses should engage with and provide value to their consumers in a responsible manner

#### Essential Indicators

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

Well defined internal procedures are in place for timely redressal and resolution of customer complaints. The management level technical team consisting of personnels from central quality and customer supply management (CSM) department; reviews the complaint and requests additional details from the customer if required.

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

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

#### EI-3. Number of consumer complaints in respect of the following:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Received During the year	Pending resolutions at the end of year	Remarks	Received During the year	Pending resolution at the end of year	Remarks
Data Privacy	NIL	NIL	NIL	NIL	NIL	NONE
Advertising	NIL	NIL	NIL	NIL	NIL	NONE
Cyber-security	NIL	NIL	NIL	NIL	NIL	NONE
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NONE
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NONE
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NONE
Others	NIL	NIL	NIL	NIL	NIL	NONE

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

No Instances of product recalls on account of safety occurred for FY 2024-25.

#### EI-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 an internal Information security policy that takes care of risks associated with cyber security and data privacy. Cyber security and risk related to data privacy are covered in the Risk Management Policy of the Company.

#### EI-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

No corrective action has been taken relating to any of the above-mentioned issues in FY 2024-2025 as no such instance occurred.

#### EI-7. Provide the following information relating to data breaches

- Number of instances of data breaches along-with impact- None
- Percentage of data breaches involving personally identifiable information of customers- Not applicable
- Impact, if any, of the data breaches- Not applicable

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

The same can be accessed on [www.udtltd.com](http://www.udtltd.com)

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

We encourage all the consumers to adhere to all the safety protocols.

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

Not Applicable

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

Yes, all products manufactured by us are as per industry standards.