

**UJAAS ENERGY LIMITED**

Registered Office: Survey No. 211/1,
Opposite Sector - C and Metalman, Sanwer Road,
Industrial Area, Indore - 452015 (M.P.), India

Ph.: +91-731 – 4673788

Website: www.ujaas.com | Email: info@ujaas.com

CIN: L35201MP1999PLC013571

26.08.2025

To, The General Manager Listing Compliances BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400 001 Scrip Code: 533644	To The General Manager Listing Compliances National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra (East), Mumbai-400051 Symbol: UEL
---------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25.

Ref: Regulation 34 (2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Ma'am,

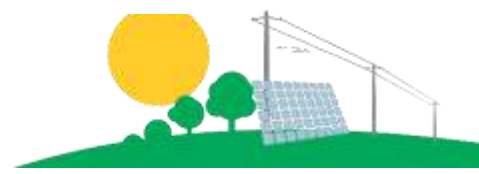
In compliance with Regulation 34 (2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2024-25. The BRSR also forms part of the Annual Report for the financial year 2024-25 submitted to the Stock Exchange(s).

The same shall also be available on the website of the Company at www.ujaas.com

Kindly take the above information on record.

**Thanking you,
For Ujaas Energy Limited**

Sarvesh Diwan
(Company Secretary & Compliance Officer)
M.No.: A70139



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

S.No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L35201MP1999PLC013571
2.	Name of the Listed Entity	UJAAS ENERGY LIMITED
3.	Year of incorporation	09/06/1999
4.	Registered office address	Survey No. 211/1, Opp. Sector - C & Metalman, Sanwer Road Industrial Area, Indore, Madhya Pradesh, India, 452015
5.	Corporate address	Survey No. 211/1, Opp. Sector - C & Metalman, Sanwer Road Industrial Area, Indore, Madhya Pradesh, India, 452015
6.	E-mail	cs@ujaas.com
7.	Telephone	07314673788
8.	Website	https://www.ujaas.com/
9.	Financial year for which reporting is being done	2024-2025
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited, National Stock Exchange Limited
11.	Paid-up Capital	10,66,26,581
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Anurag Mundra Contact no.: 07314673788 Email: info@ujaas.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).	On Standalone basis.

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Electronic Two Wheeler Vehicle	Manufacturing of Electronic Two Wheeler Vehicle	26.52
2.	Operation and Maintenance of Solar Plants	Operation and Maintenance of Solar Plants	73.48

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of Electronic Two Wheeler Vehicle	30911	26.52
2.	Operation and Maintenance of Solar Plants	35105	73.48

III. Operations:

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

Location	Number of plants	Number of offices	Total
National	14	01	15
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	04
International (No. of Countries)	-

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

NIL.

c. A brief of types of customers:

- Business-to-Business (B2B) : Business Organizations including Micro, Small, and Medium Enterprises (MSMEs).
- Business-to-Consumers (B2C): individual Retail Consumers.
- Business-to-Government (B2G): Government Organizations and Public Sector Undertakings.

IV. Employees

18. 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)
EMPLOYEES						
1.	Permanent (D)	62	61	98.38	1	1.61
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	62	61	98.38	1	1.61
WORKERS						
4.	Permanent (F)	18	18	100	-	-
5.	Other Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	18	18	100	-	-

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	-	-	-	-	-

DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	6	1	16.66
Key Management Personnel	3	0	0

20. Turnover rate for permanent employee 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	23.34	00	23.34	31.44	0	31.44	44.34	0	44.34
Permanent Workers	5.24	-	5.24	25.53	-	25.53	15.53	-	15.53

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

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

S. No.	Name of the holding / subsidiary / 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)
	-	-	-	NO

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): NO
(ii) Turnover (Rs. in lakhs): 3435.52
(iii) Networth (Rs. in lakhs): 8548.6

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaints received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes	58	0	-	0	0	0
Employees and workers	-	-	-	-	-	-	-
Customers	-	-	-	-	-	-	-
Value Chain Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

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

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

S. No.	Material	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.	Customer experience & satisfaction	R	Poor quality of Services and products can lead to loss of customers	We utilise multiple channels to engage with our customers and gather constant feedback. This enables us to continuously evaluate and improve our services.	Negative
2.	Employee & workforce engagement, welfare	R	Higher employee turnover will lead to lower productivity and loss of tacit knowledge	Priorities employee engagement, refine recruitment and onboarding processes, offer competitive compensation and benefits, provide ongoing development opportunities, promote work-life balance, and conduct thorough exit interviews for feedback. These steps help retain talent, sustain productivity, and safeguard tacit knowledge within the organisation.	Negative

3.	Human rights & labour conditions	R	Violations of human rights can result in significant reputational damage	Human rights Assessment for operations.	Negative
4.	Climate action	O	‘While climate change and associated risks such as adverse weather events are increasingly evident and pose operational challenges across industries, for our company—actively engaged in the renewable energy sector—this represents a significant opportunity. The global transition toward sustainable energy sources positions us favorably to contribute to and benefit from climate resilience efforts. By proactively addressing climate-related risks, we can enhance our operational sustainability, strengthen stakeholder confidence, and capitalize on the growing demand for clean energy solutions.’	-	Positive
5.	Diversity, inclusion & equal opportunity	R	Diversity and inclusion are crucial aspects of being an equal opportunity employer. With the growing emphasis on unique skill sets from a diverse workforce, this area represents a significant reputational risk factor.	We promote workplace diversity to enhance the organization’s collective experience and skill set, with a focus on improving diversity at all levels. We foster the right work culture through effective policies and processes which encourages diversity in workplace	Negative
6.	Data security, privacy, and cybersecurity	R	Data security, privacy, and cybersecurity	Strong information security architecture.	Negative
7.	Government Subsidy	R	Delay in Government Subsidy by Various reasons.	Based upon the government subsidy rate finalized, market price of the product is determined after considering other miscellaneous factors.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	www.ujas.com								
2.Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.Do the enlisted policies extend to your value chain partners ? (Yes/ No)	No	No	No	No	No	No	No	No	No
4.Name of the national and international codes/ certifications/labels/standards(e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards(e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6.Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principle is reviewed periodically by the various committees led by the Management and Board of the Directors.								
Governance, leadership and oversight									
7. State ment 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) NO									
8.Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Anurag Mundra Designation: Director DIN: 00113172								
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.	Yes, Management Committee of the Board is looking into the Sustainability related issues.								

10. Detail of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether the review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the Managing Director. During the review, the effectiveness of the Policies is evaluated and necessary amendments to Policies and procedures are implemented.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
										No									

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)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLEWISE 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	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	1	Matter relating to business activities.	100%
Key Managerial Personnel	1	Economic, Environment Social & Governance Parameters.	100%
Employees other than BoD and KMPs	1	Workshops on communication skills, technical skills.	100%
Workers	1	Mock drills, fire safety trainings related parameters.	100%

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 form at (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Nil	Nil

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.: No written policy; however, we strictly adhere to anti-corruption and anti-bribery principles in all our operations.
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	None	None	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	None	None	None

7. Provide details of any corrective action taken or underway on issues related to fines / penalties/action taken by regulators/ law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.: Not Applicable.

Leadership Indicators

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

Total number of awareness held	Topics/principles covered under the training	%age of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

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

Boards of Directors of the company are governed by code of business conduct and ethics which also provide for detailed provisions on conflict of interest.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): YES
b. If yes, what percentage of inputs were sourced sustainably? 100%
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.: Not Applicable
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

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? Not Applicable

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-		

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. Not Applicable

Name of Product/ Service	Description of the risk/ concern	Action Taken
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
-	-	-

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 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate Product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

PRINCIPLE 3 Business 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:

	%ofemployeescovered by										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		DayCare facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanenteemployees											
Male	61	-	-	61	100	-	-	-	-	-	-
Female	01	-	-	01	100	-	-	-	-	-	-
Total	62	-	-	62	100	-	-	-	-	-	-
OtherthanPermanenteemployees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	% of workers covered by										
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		DayCare facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	18	18	100	100	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	18	18	100	100	-	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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 & 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 & deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	50	100	Y	50	100	Y
Other	-	-	-	-	-	-

3. Accessibility of workplaces

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

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.

No disabled employee in the company during the year.

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	87.09%	100%	119.23%
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	HR Department
Other than permanent workers	
Permanent employees	NA
Other than permanent employees	

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association (s) or Union (B)	%(B/A)	Total employees /workers in respective category (C)	No. of Employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

	FY 2024-25 CurrentFinancialYear						FY 2023-24 Previous Financial Year			
Category	Total (A)	On Health andsafety measures		On Skill upgradation		Total (D)	On Healthand safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/A)	Number (F)	% (F/A)
Employees										
Male	61	61	100	61	100	52	52	100	52	100
Female	01	01	100	01	100	02	02	100	02	100
Total	62	62	100	62	100	54	54	100	54	100
Workers										
Male	18	18	100	18	100	18	18	100	18	100
Female	-	-	-	-	-	-	-	-	-	-
Total	18	18	100	18	100	18	18	100	18	100

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (C/D)
Employees						
Male	61	61	100	52	52	100
Female	01	01	100	02	02	100
Total	62	62	100	54	54	100
Workers						
Male	18	18	100	18	18	100
Female	-	-	-	-	-	100
Total	18	18	100	18	18	100

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? (Yes)
The Safety & Health Management system covers activities across all manufacturing locations and offices.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
The Company has a process for Risk Management which is essential for preventing accidents, injuries, occupational disease, emergency control & prevention and business continuity. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
Yes, we encourage our employees to report near-miss incidents to department heads. All sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, all permanent workers are covered under health insurance scheme and ESI scheme.

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

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

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company's commitment to its safety management programmes follows top-down approach with the senior management persistently working towards establishing, demonstrating, sustaining and improving the safety culture and incorporating the

Company's core value of safety in their daily responsibilities. The employees are specially trained to tackle any potential hazards that may arise in the course of their work. Adequate medical facilities are present at all sites.

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

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

14. Assessments for the year:

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

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

The Company's management undertakes a review of all accidents and incidents, and formulate procedures based on risk analysis of data gathered through various assessment tools. This data is used for predictive analysis, measurement of incidents and unsafe behaviors. This enables identification of the key areas of risk which in turn guides the projects to proactively manage and focus resources to prevent any accidents or incidents.

Leadership Indicators

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

The Company has systems in place to provide financial assistance to the legal dependents of the employees and workers in case of death while in-service.

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.

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 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)	employment	FY 2023-24 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No): Not Applicable.

5. Detail 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	-
Working Conditions	-

6. Provided detail of any corrective action taken or underway to address significant risks/ concerns arising from assessment of health and safety practices and working conditions of value chain partners.: Not Applicable.
PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Senior Management determines internal and external group of stakeholders which has immediate impact on the company, this include shareholder, employees, customers, suppliers, bankers and Government.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholders Group	Whether identified as vulnerable & marginalized group (Y/N)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders	No	Annual General Meeting, Shareholder Meetings, email, Stock Exchange (SE) intimations, Annual Report, Quarterly Results, Newspaper Publication Company/ SE Website	Ongoing	dividends, profitability and financial stability.
Employees	No	Email	Ongoing	Operational efficiencies, communication.
Customers	No	Website/ Email/ Post/ Pamphlets etc.	Ongoing	Product quality and availability, responsiveness to needs, after sales Support.
Banker	No	Website/ Email/ Post/ etc.	Ongoing	Sharing Financial Position and taking financial assistance.
Supplier	No	Email/ Post/ etc.	Ongoing	Product and Quality
Government	No	Website/ Email/ Post/ Letters etc.	Ongoing	Subsidy Information.

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
The Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, banker and government etc..
- 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.
On the basis of Stakeholders consultation future policies related to environment and social topics are determined.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Companies' constant endeavor is to focus on inclusive and collaborative growth. Company tries to provide entry level recruitment to people belonging to vulnerable section of the society.

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:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
Category	Total (A)	No. of employees / workers covered (B)	%(B/A)	Total (C)	No. of employees / workers covered	%(D/C)
Employees						
Permanent	62	62	100	54	54	100
Otherthan permanent	-	-	-	-	-	-
Total Employees	62	62	100	54	54	100
Workers						
Permanent	18	18	100	18	18	100
Otherthan permanent	-	-	-	-	-	-
Total Employees	18	18	100	18	18	100

2. Detailsofminimumwagespaidtoemployeesandworkers,inthefollowingformat:

		FY 2024-25 CurrentFinancialYear						FY 2023-24 Previous Financial Year			
Category		Total (A)	On Health andsafety measures		On Skill upgradation		Total (D)	On Healthand safety measures		On Skill upgradation	
			Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/A)	Number (F)	% (F/A)
Employees											
Permanent											
Male		61	-	-	61	100	52	-	-	52	100

Female		01	-	-	01	100	02	-	-	02	100
Other Permanent	than										
Male		61	-	-	61	100	52	-	-	52	100
Female		01	-	-	01	100	02	-	-	02	100
Workers											
Permanent											
Male		18	-	-	18	100	18	-	-	18	100
Female		-	-	-	-	-	-	-	-	-	-
Other Permanent	than										
Male		-	-	-	-	-	-	-	-	-	-
Female		-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	06	-	0	-
Key Managerial Personnel	03	-	0	-
Employees other than BoD and KMP	48	202566	1	11800
Workers	18	153552	0	-

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: All the human rights issues are reported to personal department.

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

Reported grievances are reviewed and proper enquiry is made by personal department and findings of the same are reported to Senior Management.

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

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

Wages	-	-	-	-	-	-
Otherhuman						
Rightsrelated issues	-	-	-	-	-	-

7. Mechanismstopreventadverseconsequencestothe complainantindiscriminationand harassment cases.

As part of Whistle blower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence.

8. Dohumanrightsrequirementsformpartofyourbusinessagreementsandcontracts? (Yes/No) Yes

9. Assessmentsfortheyear:

	% of your plants and offices that were assessed (byentityorstatutoryauthoritiesorthirdparties)
Childlabour	Not Applicable
Forced/involuntarylabour	Not Applicable
Sexualharassment	Not Applicable
Discriminationatworkplace	100% by entity
Wages	100% by entity
Others—pleasespecify	-

10. Providedetailsofanycorrectiveactionstakenorunderwaytoaddresssignificantrisks/ concerns arising from the assessments at Question 9 above. No adverse cases came up during the assessment by the entity.

LeadershipIndicators

1. Detailsofabusinessprocessbeingmodified/introducedasaresultofaddressing humanrights grievances/complaints.

No such grievances on Human Rights violations.

2. DetailsofthescopeandcoverageofanyHumanrightsdue-diligenceconducted.

No such due diligence conducted yet.

3. Isthepremise/officeoftheentityaccessibletodifferentlyabledvisitors,aspertherequirements of the Rights of Persons with Disabilities Act, 2016?

Most of our Locations are accessible to differently abled visitors.

4. Detailsonassessmentofvaluechainpartners:

	% of your plants and offices that were assessed (byentityorstatutoryauthoritiesorthirdparties)
Childlabour	Not Applicable
Forced/involuntarylabour	Not Applicable
Sexualharassment	Not Applicable
Discriminationatworkplace	Not Applicable
Wages	Not Applicable
Others—pleasespecify	Not Applicable

5. Providedetailsofanycorrectiveactionstakenorunderwaytoaddresssignificantrisks/ concerns arising from the assessments at Question 4 above.: Not Applicable.

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

Essential Indicators

1. Details of total energy consumption (in Units) and energy intensity, in the following

Parameter	FY 2024-25 CurrentFinancialYear	FY 2023-24 Previous Financial Year
Totalelectricityconsumption(A)	48757	47560
Totalfuelconsumption (B)	NA	NA

Energy consumption through other sources (C)	NA	NA
Total energy consumption (A+B+C)	NA	NA
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	NA	NA
(Total energy consumption/turnover in rupees)	48757	43560
turnover in rupees)	0.00014	0.00013
	-	-

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

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. NO
- 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
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	35000 kl. approx.	34500 kl. approx.
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	34000 kl	34500 kl
Total volume of water consumption (in kilolitres)	34000 kl	34500 kl
Water intensity per rupee of turnover (Water consumed/turnover)	0.0001 ltr per rupee of turnover	0.0001 ltr per rupee of turnover
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? (Y/N) If yes, name of the external agency. No

- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provided details of its coverage and implementation.
As we are not generating any waste water by our process, we can consider our operations as zero water discharge plant. The domestic effluent we are generating is also negligible, what is generally coming out from the toilet and washing facilities provided to the workforce at sites.
- 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	-	NA	NA
SOx	-	NA	NA
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others please specify	-	NA	NA

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

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

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

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Not Applicable.

8. Provided 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)
Total Waste generated (in metric tonnes)		

Plasticwaste(A)	Not available	Not available
E-waste(B)	Not available	Not available
Bio-medicalwaste(C)	Not available	Not available
Construction and demolition waste (D)	Not available	Not available
Batterywaste(E)	Not available	Not available
Radioactivewaste(F)	Not available	Not available
OtherHazardouswaste.Please specify, ifany.(G)	Not available	Not available
Other Non-hazardous waste generated (H). Please specify, if any. (Break-upbycompositioni.e.by materialsrelevanttothesector)	Not available	Not available
Total(A+B+C+D+E+F+G+H)	Not available	Not available

Foreachcategoryofwastegenerated,totalwasterecoveredthroughrecycling, re-usingor otherrecoveryoperations (in metrictonnes)

Categoryofwaste		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Otherrecoveryoperations	-	-
Total	-	-

Foreachcategoryofwastegenerated,totalwastedisposedbynatureofdisposalmethod (in metrictonnes)

Categoryofwaste		
(i)Incineration	-	-
(ii)Landfilling	-	-
(iii)Otherdisposaloperations	-	-
Total	-	-

Note:Indicateifanyindependentassessment/evaluation/assurancehasbeencarriedoutbyanexternal agency? (Y/N) If yes, name of the external agency.No

9. Brieflydescribethewastemanagementpracticesadoptedinyourestablishments.Describe thestrategyadoptedbyyourcompanytoreduceusageofhazardousandtoxicchemicals in your products and processes and the practices adopted to manage such wastes.
10. Ifthecentityhasoperations/officesin/aroundecologicallysensitiveareas(suchasnational parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location o f operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) Ifno,thereasonsthereofand correctiveactiontaken,ifany.
-	-	-	-
-	-	-	-

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

Name and brief detail of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Weblink
-	-	-	-	-	-

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).
Yes/If not, provide details of all such non-compliances, in the following format: No

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
-	-	-	-	-

Leadership Indicators

1. Provide break-up of the total energy consumed (in units) from renewable and non-renewable sources, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	48757	43560
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	48757	43560

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

2. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-

- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment—please specify level of treatment	-	-

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

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

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

(i) Name of the area:

(ii) Nature of operations:

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed/turnover)	-	-
Water intensity (optional)—the relevant metric may be selected by the entity	-	-

Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment—please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

4. Please provide detail of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	-	NA	NA
Total Scope 3 emission intensity (optional)—the relevant metric may be selected by the entity		NA	NA

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

5. 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.

Not Applicable

6. 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/wastegenerated, please provide detail of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Detail of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
Company has its health safety & environment manual in place.
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
No impact envisaged.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Nil.

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	-	-
2	-	-

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

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

Leadership Indicators

1. Detail of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Y/N)	Frequency of review by board (Annually/half/Quarterly, others please specify)	Web Link, if available
	-	-	-	-	-
	-	-	-	-	-

PRINCIPLE 8 Business should promote inclusive growth and equitable development.

Essential Indicators

- 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
-	-	-	-	-	-
-	-	-	-	-	-

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

Sn	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts No. paid to PAFs in the FY (In INR)
	-	-	-	-	-	-
	-	-	-	-	-	-

- Describe the mechanism to receive and redress grievances of the community.
An authorized person is available at all sites to receive public grievances. If any grievances are reported, a meeting with the complainant and other stakeholders will be convened for resolution, following the outlined procedures.

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

	FY 2024-25 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/small producers	-	-
Sourced directly from within the district and neighboring districts	-	-

Leadership Indicators

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

Detailsofnegativesocialimpactidentified	Correctiveactiontaken
-	-
-	-

2. ProvidethefollowinginformationonCSRprojectsundertakenbyyourentityindesignated aspirational districts as identified by government bodies:

S.No.	State	AspirationalDistrict	Amountspent(InINR)
	-	-	-
	-	-	-

3. (a) Doyouhaveapreferentialprocurementpolicywhereyougivepreferenceto purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No).

No

- (b) Fromwhichmarginalized/vulnerablegroupsdoyouprocure?

Nil

- (c) Whatpercentageoftotalprocurement (byvalue)doesitconstitute?

Nil

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

S. No	IntellectualPropertybasedon traditional knowledge	Owned/ Acquired(Yes/No)	Benefit shared(Yes/ No)	Basic of calculating benefit share
	-	-	-	-
	-	-	-	-

5. Detailsofcorrectiveactionstakenorunderway,basedonanyadverseorderin intellectualpropertyrelateddisputeswhereinusageoftraditionalknowledgeisinvolved.

Nameofauthority	BriefoftheCase	Correctiveactiontaken
-	-	-
-	-	-

6. DetailsofbeneficiariesofCSRProjects:

S.No.	CSRProject	No. of persons benefitted from CSR Projects	%ofbeneficiariesfromvulnerable and marginalized groups
	-	-	-
	-	-	-

PRINCIPLE9Businessesshouldengagewithandprovidevalueto their consumers in a responsible manner.

EssentialIndicators

1. Describe the mechanisms in place to receiveandrespond toconsumer complaints and feedback.

The Company has well-defined systems for receiving and responding to consumer complaints and feedback. Consumers can share their complaints and feedback via email. Timely and effective redressal of concerns and complaints raised by our stakeholders is a key priority for our business. All grievances are resolved within a specified timeframe with a final resolution.

2. Turnoverofproductsand/servicesasapercentageofturnoverfromallproducts/service that carry information about:

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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.

The Company does not have a formal policy on cyber security and data privacy risks, but in actively safeguards against data breaches through several measures. It maintains a secure, encrypted database for value chain partners, regularly updates its security software, and provides staff training on data security and privacy. Its robust IT system has successfully prevented any data breaches to date.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable considering the nature of Company's product and services offerings.

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
The Information can be accessed at the website of the Company.
- Step taken to inform and educate consumers about safe and responsible usage of products and/or services.
Nil.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Nil.
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Not Applicable.