

ANNEXURE - G

SECTION A: GENERAL DISCLOSURE

I. Company details :

S. No.	Questions	Responses
1.	Corporate Identity Number (CIN) of the Listed Entity	L28910PB1990PLC010265
2.	Name of the Listed Entity	Amber Enterprises India Limited
3.	Year of incorporation	2 April 1990
4.	Registered office address	C – 1, Phase – II, Focal Point, Rajpura Town – 140 401, Punjab
5.	Corporate address	Universal Trade Tower, 1st Floor, Sector – 49, Sohna Road, Gurgaon – 122 018
6.	E-mail	info@ambergrouppindia.com
7.	Telephone	+91 124 3923000
8.	Website	www.ambergrouppindia.com
9.	Financial year for which reporting is being done	1 April 2021 to 31 March 2022
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 33,69.37 Lakh
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Konica Yadav Company Secretary and Compliance Officer Address: Universal Trade Tower, 1st Floor, Sector – 49, Sohna Road, Gurgaon – 122 018; Tel: +91 124 3923000
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).	The disclosures under this report are made on a consolidated basis, unless otherwise specified.

II. Product and 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 Room Air conditioners and its components for original Equipment Manufacturers	Amber offers higher energy efficiency and expertise in indoor, outdoor, split and window AC units. We deal in AC components as well. With expertise in components like heat exchangers, sheet metal components, injection molding components, and system tubing, Amber is strongly positioned with its backward integration to derive the core deliverables in terms of quality, cost & delivery.	>90%

*Standalone

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

S. No.	Product/Service	NIC Code	% of Turnover of the entity
1.	Air Conditioners and Its Components	28192	>90%

*Standalone

III Operations:

16.	Number of locations where plants and/or operations/offices of the entity are situated	Location	Number of plants (Consolidated)	Number of offices	Total
		National	23	1	24
		International	0	1	1

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17. Markets served by the entity*:				
a. Number of locations	Locations	Number	Number of Offices	Total
	National (No. of States)	-	-	-
	International (No. of Countries)	-	-	-
b. What is the contribution of exports as a percentage of the total turnover of the entity?	0.33% (Standalone)			
c. A brief on types of customers	We provide business-to-business solutions for Complete Room Air Conditioners ("RACs") including window air conditioners ("WACs"), Indoor Units ("IDUs") and Outdoor Units ("ODUs") of split air conditioners ("SACs") and Air conditioners for Railways, Metro trains, Buses, Defence, etc. Heat exchangers, Multi-Flow condensers, Sheet Metal Components, System Tubing, Motors, Printed Circuit board assembly, Cross Flow Fans, Injection Moulding Components and other components. Components for the other consumer durables and automobiles such as case liners for refrigerators, plastic extrusion sheets for consumer durables, sheet metal components for various consumer durables/appliances, automobile sector and metal ceiling industries.			

*Your company is in a business-to-business segment and serves its customers, who are having presence across the country, from its various locations.

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)	1377	1320	96%	57	4%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	1377	1320	96%	57	4%
WORKERS						
4	Permanent (F)	1744	1720	99%	24	1%
5	Other than Permanent (G)	7266	6246	86%	1020	14%
6	Total workers (F + G)	9010	7966	88%	1044	12%
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKER						
4	Permanent (F)	13	13	100%	0	0%
5	Other than Permanent (G)	8	8	100%	0	0%
6	Total workers (F + G)	21	21	100%	0	0%

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19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.17%
Key Management Personnel	7	1	14.28%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.5%	24%	23.5%	23.5%	33%	24.0%	19.2%	28.1%	19.6%
Permanent Workers	17.9%	5.3%	17.8%	7.00%	24.00%	10.00%	11%	17%	11.2%

V. Holding, subsidiary and associate companies (including joint ventures):
21. 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)
1.	PICL (India) Private Limited	Wholly Owned Subsidiary	100%	Yes
2.	Appserve Appliance Private Limited	Wholly Owned Subsidiary	100%	Not Operational
3.	Sidwal Refrigeration Industries Private Limited	Wholly Owned Subsidiary	100%	Yes
4.	Amber Enterprises USA INC.	Wholly Owned Subsidiary	100%	Recently incorporated, to the some extent
5.	IL JIN Electronics (India) Private Limited	Subsidiary	70%	Yes
6.	Ever Electronics Private Limited	Subsidiary	70%	Yes
7.	Amber PR Technoplast India Private Limited (Formerly Known as Pasio India Private Limited)	Subsidiary	73%	Acquired on 1 December 2021
8.	Pravartaka Tooling Services Private Limited	Subsidiary	60%	Acquired on 1 February 2022

VI. CSR Details:
22. CSR details:

(Whether CSR is applicable as per Section 135 of Companies Act, 2013)	Yes, refer to Annexure F to the Board's report
Turnover	₹ 3,13,760.43 Lakh
Net worth	₹ 1,59,444.50 Lakh

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VII. Transparency and disclosures compliances:

23. Complaints/Grievances on any of the principles (Principles 1 to 9):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		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	No	0	0	0	0	0	0
Investors (other than shareholders)	No	0	0	0	0	0	0
Shareholders	No	0	0	0	0	0	0
Employees and workers	No	0	0	0	0	0	0
Customers	No	0	0	0	0	0	0
Value Chain Partners	No	0	0	0	0	0	0

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

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.	Economic Performance	Opportunity	Increases in per capita income over time: India's current per capita income equals China's per capita income in 2007. We expect India's per capita income to increase at a CAGR of 7% (on the basis of average GDP growth of 6-7% and population growth of 1% - based on GSe), vs China's last decade CAGR of 9.5%, and expect India to reach China's current per-capita income in the next 10-12 years.		Increase in revenue
2.	Community Development	Opportunity	Efforts to improve the social, economic and environmental impacts of the Company's operations on the community help build a harmonious relationship and give social license to operate.		Increased CSR expenditure
3.	Energy	Risk/ Opportunity	The increasing cost of electricity and removal of subsidies for electricity possess a risk to the AC business. Increasing energy efficiency and transitioning to renewable energy also reduces the GHG Footprint of the value chain.	We plan to increase our energy efficiency and install more renewable energy going forward.	Increased operational cost

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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)
4.	Green House Gas Emission	Opportunity/ Risk	Amber develops and spreads energy-conserving, high-efficiency air conditioners with lower global warming potential and generates solutions for the efficient use of energy throughout entire buildings. In this way, it is taking aggressive action to curb greenhouse gas emissions and protect the global environment. However, given deepening global environmental problems, in the event that regulations covering the use and emissions of greenhouse effect causing refrigerant gas and regulations pertaining to energy conservation become more stringent, there is a possibility of increased costs necessary to adhere to such regulations	We plan to increase renewable energy in our power mix and invest R&D expenditure towards increasing energy efficiency.	Increased regulatory and operational cost
5.	Advancement in Technologies	Risk	The Company aims to generate customer and social value and makes concerted efforts to develop the technology, products, and services that will consistently lead to customer satisfaction. However, the emergence of new technology, products or services that differ from those anticipated by the Company, or abrupt changes to the market such as rapidly escalating competition, including from new market entrants, may lead to the necessity to amend or transform technology/ product strategy. In that event, delays in bringing about new products or services, or launching new businesses, will cause the Company to lose its advantageous position against competitors or new market entrants.	Increase in R&D Activity and keeping abreast with the technical changes	Decreased sales Decreased revenue Increased R&D expenditure
6.	Responsible Sourcing	Risk	Brands and retailers are facing increasing scrutiny over their sourcing practices. Those overseeing sourcing often have little contact with the end product. Materials are being sourced from companies using exploitative practices, including forced labor, unfair compensation or health and safety risks.	We plan to conduct an extensive assessment of contractors and suppliers to understand Amber's value chain	Increased operational cost

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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)
7.	Occupational Health and Safety	Risk	We are legally obliged to keep everyone in the workplace safe from injuries. A workplace injury or accident causes financial loss to the Company in terms of man-hours worked. It is also associated with brand reputation.	We plan to conduct more awareness training and improve our working conditions.	Loss of man-days and morale. It also leads to an increased cost of compensation.
8.	Raw Material Price	Risk	An increase in inflation and material costs due to evolving regulations and climate change can affect the price of our raw materials.	We plan to use more recycled material and improve our material efficiency.	Increased operational cost
9.	Waste	Risk	As we are an OEM company, we generate waste at our sites, its proper disposal and management is a very important aspect for us. Continuous evolving governmental rules and regulations pertaining to E-waste, plastic waste and hazardous waste also possess a regulatory risk for the company.	We plan to increase our tie-up with the recycling organization going forward.	Increased regulatory and operational cost
10.	Water	Risk	Risks include decreased water supply for business activities, higher water costs and tax, operational disruptions and associated financial losses, impacts on future growth and license to operate, and regulatory caps for water use in water-stressed region.	We plan to increase water conservation with steps like using less water-consuming processes/equipment, water recycling, rainwater harvesting, etc.	Increased regulatory and operational cost

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Policies covering each principle and its core elements of the NGRBCs are under formulation.								
	b. Has the policy been approved by the Board? (Yes/No)	No, the policies are under approval by the Board.								
	c. Web Link of the Policies, if available	A web link will be provided after approval of the Board.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	No, procedures are under formulation.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No, they will be extended in the value chain in the coming years.								

4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

Most of our plants are certified with ISO 9001, ISO 14001, and ISO 45001. The list of plants is given in the table below:

ISO 9001	ISO 14001	ISO 45001
Dehradun Units 4, 5 and 6	Dehradun Units 4, 5 and 6	Dehradun Units 4, 5 and 6
Chennai Unit	ILJIN Unit	ILJIN Unit
EVER Unit	Jhajjar Unit	Jhajjar Unit
ILJIN Unit	Jhajjar Unit 2	Jhajjar 2 Unit
INDOSPACE Unit	Kadi Unit	Kadi Unit
Jhajjar Unit	Pune Unit	Pune Unit
Jhajjar Unit 2	Rajpura Unit	Rajpura Unit
Pune Unit	PICL Unit	PICL Unit
Rajpura Unit	Rajpura Unit	Rajpura Unit
Sidwal Unit	PICL Unit	PICL Unit
Amber PR Unit		
PICL Unit		
Amber PR Unit		
PICL Unit		

Apart from the aforementioned certifications, our ILJIN plants are also certified to IATF LOC, the Jhajjar unit is certified to BIS 1391 Part 2 RAC, BIS 11329 HE, BIS 1391 Part 2 RAC BIS 11329 HE and Sidwal is certified to EN 15085.

5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and Targets will be set once the procedures are set.
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	Not Applicable

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Governance, leadership, and oversight	
<p>7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>The Company is marching ahead with vigor and determination on the path of sustainable development. We are building organisational capability through well-crafted strategies. We are in a mission mode to expand our presence in different markets through strategic acquisitions and forming partnerships. We are diversifying our product portfolio based on our due diligence on emerging demands and markets. In this journey Innovation and Technology are two pillars which are being taken to new heights to fulfill our organisational aspirations.</p> <p>We are committed to further strengthening our ESG framework to address risks and opportunities. We understand that a robust ESG focus is the way forward for a successful translation of our dreams into reality and to take our organisation towards future-proofing. We are in the process of establishing goals and objectives to track our success on each of the ESG factors. We are taking initiatives in the ESG areas which include enhanced renewable energy, e-waste, plastic waste, water conservation management, human rights protection, employee care and community upliftment, among others. We are planning to undertake stakeholder engagement to understand significant issues for the Company by reaching out to each stakeholder group in order to establish a firm foundation for our ESG approach. Our growth and achievement of our mission of protecting people and the environment will be based on continued involvement and collaboration with our stakeholders. In the subsequent years, we plan to make this report more thorough and comprehensive. Our philosophy of responsible business is based on the principle of business being accountable to all its stakeholders.</p> <p>In Company's journey forward, Environment Social and Governance (ESG) have a very deep connect with climate change, good labour practices, consumer security, good corporate and social governance, business and social ethics. Our sustainability structure and integrated business model developed over the years have allowed us to constantly create value and benefit from the opportunities emerging from this transition while limiting the related risks.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	Board of Directors
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details</p>	Company will constitute the BRSR Committee
<p>10. Details of Review of the policies. Whether each policy is reviewed, if reviewed, the frequency of review for each of the policy (Annually/ Half yearly/ quarterly/ Any other – please specify). Yes, it is proposed to have an annual review of the policies after they are approved by the Board.</p>	
<p>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>	No
<p>12. If not all Principles are covered by a policy, reasons to be stated.</p>	Not Applicable

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SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

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	2	Corporate Governance- Principle 1 ESG (Environment, Social and Governance)- All Principles	100%
Key Managerial Personnel	2	Anti-Bribery Anti-Corruption & Leadership Skills	100%
Employees other than BoD and KMPs	57	Behavioral Training- Principle 3 Corporate Governance- Principle 1 Technology- Principle 2 EHS- Principle 3 ESG Statutory	Not mapped for current Financial Year
Workers	NA	On Job Training- Principle 3 Emergency Preparedness- Principle 3 Safety- Principle 3	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:

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 / Fine	No Penalty / Fine	Not Applicable	Nil	Nil	Not Applicable
Settlement	Not Applicable	Not Applicable	Nil	Nil	Not Applicable
Compounding fee	Not Applicable	Not Applicable	Nil	Nil	Not Applicable
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable	Not Applicable	Not Applicable		Not Applicable
Punishment	Not Applicable	Not Applicable	Not Applicable		Not Applicable

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

Not Applicable

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

Draft policy is prepared, link will be provided post-approval from the Board.

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

	financial year 2021-22	financial year 2020-21
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

Details of complaints with regard to conflict of interest	financial year 2021-22	
	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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

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

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.

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 will be made available in our Business responsibility and sustainability report from fiscal 2023 onwards.

R&D: Amber is committed to technology-driven innovation and lays strong emphasis on inculcating an innovation-driven culture within the organisation.

During the financial year under review, your Company continued to work on technology up-gradation and capability development in the critical areas of better star rating (energy efficiency), low power consumption and lesser global warming (environment friendly).

The efforts made are given below:

- New Cassette AC Light Commercial AC's category launched with "fully Indigenous Indoor and Outdoor Units"; Development carried out for both Fixed speed and Energy Efficient Inverter series.
- New Fan Coil Units, Small Ductable and Big Ductable AC's, Light and Heavy Commercial AC's category launched with "fully Indigenous Indoor and Outdoor Units"; in compliance with "BIS (Bureau of Indian Standards) and QCO (Quality control order)" norms.
- VRF new Product development completed of both 6 HP Multi-Split and Real VRF versions with R410a refrigerant. Further, development is in progress for 10 HP capacity VRF model.
- High Energy efficient 18K Btu/Hr Outdoor Chassis launched with 5mm Heat Exchanger and efficient Inverter Compressor.
- Make In India (high efficiency and Economic) series development work in progress for USA Export market.

Such efforts would help in ensuring that the Company's products retain their competitive edge in the market for years to come.

The efforts taken by the Company towards technology development and absorption help deliver a competitive advantage to the Company through the launch of new products and variants, introduction of new features and improvement of product performance. Some examples of results delivered in the financial year 2020 - 21 are:

- Development in progress for smaller size Indoor Unit using less plastic than conventional units (Product Improvement & Cost Innovation).

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- High Energy efficient 18K Btu/hour Outdoor Chassis launched with 5mm Heat Exchanger and efficient Inverter Compressor.
 - First Make in India controller/PCB solution developed for Inverter AC models (12K/18K Btu/Hr).
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).
Yes.
- b. If yes, what percentages of inputs were sourced sustainably?
We buy 100% from designated/ approved sources completely in line with our procurement process.
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life:**
- (a) **Plastics (including packaging)**- The Company uses most of the plastic waste internally only, however, there are few units which have plastics waste (including packaging).
The Company engages with certified recyclers/handlers for disposal of such waste.
- (b) **E-waste**- The Company has various systems in place at an all-India level to manage e-waste.
The Company engages with certified e-waste handlers for disposal of e-waste.
- (c) **Hazardous waste**- The Company has various systems in place at an all-India level to manage hazardous waste. The Company engages with certified hazardous waste handlers for disposal of hazardous waste.
- (d) **other waste**- The Company has various systems in place at an all-India level to manage other waste. The Company engages with certified other waste handlers for disposal of other waste.
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.**
No

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

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1320	1320	100%	0	0%	0	0%	0	0	0	0%
Female	57	57	100%	0	0%	57	100%	0	0	57	100%
Total	1377	1377	100%	0	0%	57	100%	0	0	57	100%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0	0	0%
Female	0	0	0%	0	0%	0	0%	0	0	0	0%
Total	0	0	0%	0	0%	0	0%	0	0	0	0%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1720	1720	100%	0	0%	0	0%	0	0%	0	0%
Female	24	24	100%	0	0%	24	100%	0	0%	24	100%
Total	1744	1744	100%	0	0%	24	100%	0	0%	24	100%
Other than Permanent workers											
Male	6246	6246	100%	0	0%	0	0%	0	0%	0	0%
Female	1020	1020	100%	0	0%	0	0%	1020	100%	0	0%
Total	7266	7266	100%	0	0%	0	0%	1020	100%	0	0%

2. Details of retirement benefits, for Current and Previous financial year.

Benefits	financial year 2021-22			financial year 2020-21		
	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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA

3. 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.

Our Company complies with the Rights of Persons with Disabilities Act, 2016, and the premises are largely accessible as per the requirements. We are in the process of undertaking assessment of each of the premises and will develop a plan with the recommendations and implement the identified gaps.

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

Yes, we have it under our employee policy, which is under approval by Board.

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	Not Applicable	Not Applicable
Female	80%	80%
Total	80%	80%

6.

Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Worker	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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We have emphasised open and honest communication to our stakeholders since inception. We urge our employees to express issues and challenges face company leaders, HR, or senior management. The Company has long had an open-door policy, allowing any employee, regardless of rank, to speak with senior management.

Furthermore, the Company's Whistle-blower Initiative (CWI) provides a formal forum for employees to air their grievances on various issues. Employees are informed about the grievance system and CWI through a customised module. The CWI mechanism is also explained to new hires as part of the employee induction procedure.

We have a policy on workplace sexual harassment prevention, prohibition, and remedy, as well as an Internal Complaints Committee (ICC) compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company's policy on the same is placed on the Company's website.

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

None

8. Details of training given to employees and workers:

We provide training to make employees aware of the following topics-

- Risk Assessment
- Skill Upgradation training
- Health and safety training- Mock Drills
- First Aid Training.

financial year 2021-22				
Total (A)	On Health and safety measures		On Skill upgradation	
	No. (B)	% (B / A)	No. (C)	% (C / A)
Employees				
Male- 1279	1234	96.4%	1279	100%
Female-53	50	94%	0	0%
Total 1332	1284	96.39%	1279	96.02%
Workers				
Male-1598	1598	100%	1598	100%
Female- 22	22	100%	22	100%
Total - 1620	1620	100%	1620	100%

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

We have started to collect the data in financial year 2022. The data is represented in the table below:

financial year 2021-22			
Category	Total (A)	No. (B)	% (B/A)
Male	1279	884	69.12
Female	53	43	81.13
Total	1332	927	69.59
Male	1598	Performance review not done	Performance review not done
Female	22	Performance review not done	Performance review not done
Total	1620	Performance review not done	Performance review not done

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

Yes, our company places utmost emphasis on occupational health and safety management. Following are the objective and commitments:

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Include a commitment to eliminate hazards and reduce OH&S risks.

ANNEXURE - G (Contd.)

- Include a commitment to continual improvement of the EHS management system.
- Include a commitment to fulfil legal and other requirements.

We identify all work-related risks & their sources in the work environment. To ensure the same personal protective equipment are provided & awareness trainings related to SOPs and best practices are provided to the employees. Each site is supervised by the EHS teams and site management who conduct workplace inspection & hazard identifications which are then notified to the EHS head. We also conduct Safety & environment audits in our plant through external agencies to identify the gaps & to establish compliances.

- 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 use the Hazard Identification and Risk Assessment approach to conduct risk assessments (HIRA).

There are three steps to the method:

1. Identify the Risk (Hazard Identification)
2. Assess the Risk (Risk Assessment)
3. Make the Changes (Risk Control)

Periodic internal audits, leadership rounds help to identify unsafe acts/unsafe conditions which further helps to improve and to optimise risk levels. Corrective and preventive actions (CAPA) are implemented based on the incident and the cause. Following up on CAPA implementation and, if necessary, reevaluating the process.

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

Yes, we have system to report work related hazards. We have provided Safety suggestion box where employees and workers can drop their concerns as identified hazard details. With our risk assessment system, we evaluate hazard risk level and proactively work on CAPA implementation to either eliminate or to optimise hazard levels

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes, for employees and workers (permanent) we have group Medclaim services.

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

Safety Incident/Number	Category	financial year 2021-22	financial year 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Not mapped for current Financial Year	Not mapped for current Financial Year
	Workers	0	0
Total recordable work-related injuries	Employees	72*	150*
	Workers		
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	5*	7*
	Workers		

*Safety related incidents are not bifurcate among employees and workers for the financial year 2020-21 and 2021-22, however total numbers are provided, same will be reported in the financial year 2023 onwards.

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

The organisation has made a firm commitment to satisfy the highest quality standards while also adhering to safety and environmental standards. We have systems in place to identify work-related risks and their sources in the workplace. Our staff are equipped with work-related personal protection equipment and are given awareness training. EHS and Site management undertake workplace inspections and hazard identifications. We also undertake factory-wide safety and environmental audits through competent persons/authorities to ensure compliance with the Factory Act. We developed a Central Safety Committee, as well as an Emergency Response Team that includes first responders and fire fighters. At our job sites, we undertake workplace and work zone monitoring. We've also put up safety signs like General Safety Instructions (in local languages), Life Safety Rules, and so forth.

ANNEXURE - G (Contd.)

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

Number of Complaints on the following made by employees and workers:	financial year 2021-22			financial year 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14.

Assessments for the year	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	We are planning to get our plants and offices assessed for the financial year 2023
Working Conditions	

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 organisation has made a firm commitment to satisfy the highest quality standards while also adhering to safety and environmental standards. We have systems in place to identify work-related risks and their sources in the workplace.

Our staff are equipped with work-related personal protection equipment and are given awareness training. EHS and Site management undertake workplace inspections and hazard identifications. We also undertake factory-wide safety and environmental audits through competent persons/authorities to ensure compliance with the Factory Act. We developed a Central Safety Committee, as well as an Emergency Response Team that includes first responders and fire fighters.

At our job sites, we undertake workplace and work zone monitoring. We've also put upput-up safety signs like General Safety

Instructions (in local languages), Life Safety Rules, and so forth.

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

Yes

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

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

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes Employees, Suppliers and Vendors, Local communities, and Investors/ Shareholders, customers, Banks & Financial Institutions and regulators. We are in progress of making stakeholder engagement policy which will be finalized after approval from the board.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (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	No	-Emails -Regular interactions	Regularly Need-based	- Training sessions - Performance appraisal - Annual reward and recognition

ANNEXURE - G (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Investors	No	- Annual general meetings - Websites - Investor and analyst quarterly meetings - Investor conferences - Annual report	Need-based, Quarterly/ annually	- Return on Equity - Business strategy - Long-term business performance - Goals and targets - Risk assessment and management
Community	No	-Community representatives -Grievance -Face to face interactions	Quarterly/ Annually - Need based	-Infrastructure development -Education and Skill Development -Environment, Health & Safety
Customers	No	-Email, SMS, -Newspaper, -Pamphlets, -Advertisement,	Based on requirements	- Product Quality - Customer Feedback - Business Development/ Sales
Regulators	No	-Through Reports and returns -Emails	Based on statutory requirements	- Compliance to rules and regulation
Banks/ Financial Institutions	No	- Annual general meetings - Websites - Earnings Calls - Annual report	Need-based, Quarterly/ annually	- Business strategy - Long-term business performance - Goals and targets - Business Development/ Sales

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

None

PRINCIPLE 5: Businesses should respect and promote human rights:

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

We understand the value of human rights in the organisation. The concept of human right empowers organization and employees therefore, this year we have formulated our human rights policy and we are developing systems and programs to train our employees on human rights in financial year 2023.

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

We have started to collect the data in financial year 2021. The data is represented in the table below:

Category	financial year 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees					
Permanent	1377	0	0	1377	100%
Male	1320	0	0	1320	100%
Female	57	0	0	57	100%
Other than Permanent	0	0	0	0	0

ANNEXURE - G (Contd.)

Category	financial year 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)
Workers					
Male	0	0	0	0	0
Female	0	0	0	0	0
Permanent	1744	0	0	1744	100%
Male	1720	0	0	1720	100%
Female	24	0	0	24	100%
Other than Permanent	7266	4563	63%	2703	37%
Male	6246	3727	60%	2519	40%
Female	1020	836	82%	184	18%

Category	financial year 2021-22					financial year 2020-21				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

Employees										
Permanent	1377	0	0	1377	100%	1142	0	0	1142	100%
Male	1320	0	0	1320	100%	1097	0	0	1097	100%
Female	57	0	0	57	100%	45	0	0	45	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

Workers										
Permanent	1744	0	0	1744	100%	1537	0	0	1537	100%
Male	1720	0	0	1720	100%	1518	0	0	1518	100%
Female	24	0	0	24	100%	19	0	0	19	100%
Other than Permanent	7266	4563	63%	2703	37%	5830	3323	57%	2507	43%
Male	6246	3727	60%	2519	40%	5147	3192	62%	1955	38%
Female	1020	836	82%	184	18%	683	546	80%	137	20%

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	Refer Annexure D of Board's Report and Board's Report			
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				

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).

No

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

The Company regards respect for human rights as one of its fundamental and core values and tries to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed.

ANNEXURE - G (Contd.)

The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. Our Company believes that every workplace shall be free from violence, harassment, intimidation and/ or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, Our Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

Our Company does not tolerate and prohibits all forms of slavery, forced labor, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse. As a matter of policy, our Company does not hire any employee or engage with any agent or vendor against their free will.

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

	financial year 2021-22		financial year 2020-21	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	NA	0	NA
Discrimination at workplace	0	NA	0	NA
Child Labour	0	NA	0	NA
Forced Labour/ Involuntary Labour	0	NA	0	NA
Wages	0	NA	0	NA
Other human rights related issues	0	NA	0	NA

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

Not Available

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

Yes

9.

Assessments for the year	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

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

There were no significant risks / concerns arising from the human rights assessments.

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

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Energy	Unit	financial year 2021-22	financial year 2020-21
Total electricity consumption (A)	MWh	14859.02	14365.40
Total Fuel Consumption (B)	MJ	8110047.08	4195317.63
Energy Consumption through other sources (C)	MJ	10120015.70	9623881.34
Total Energy Consumption (A+B+C)	MJ	71722552.10	65534664.57
Energy intensity per rupee of turnover (Total Energy Consumption/ Turnover in ₹)	MJ/Amt in Lakh	170.50	216.24

The boundary for financial year 2021 for electricity consumption does not include data from Chennai, Supa, Kadi, Ever and Indospace Unit.

The reporting boundary for fuel consumption does not include data financial year 2022 data for AmberPR, Pravartaka and Ever unit.

We are working on our systems and planning to report energy consumption for every unit from financial year 2023.

ANNEXURE - G (Contd.)

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

No, none of our sites are identified as designated consumers.

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

Water withdrawal by source (in kiloliters)	financial year 2021-22	financial year 2020-21
(i) Surface water (kL)	0	0
(ii) Groundwater (kL)	825558.69	89572.49
(iii) Third party water (kL)	33249	23766
(iv) Seawater / desalinated water (kL)	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) (kL)	115807.69	113338.49
Total volume of water consumption (in kiloliters)	Not Available	Not Available
Water intensity per rupee of turnover (Water consumed / turnover in Lakh) (kL)	Not Available	Not Available
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	None	None

For Water Withdrawal in financial year 2021, we have not included Supa, Chennai, Kadi, Indospace, Pune Unit. In the financial year 2022, we have not included water consumption for AmberPR and Pravataka, Pune and Indospace unit. We are working on our systems and planning to report water consumption for every unit from financial year 2023.

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

Yes, the entity implemented a mechanism for Zero Liquid Discharge, however details w.r.t to its coverage and implementation will be provided in financial year 2023 onwards.

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

Air Emissions (Other than GHG Emissions)	Unit	financial year 2021-22	financial year 2020-21
NOx	Mg/m3	155.23	154.09
SOx	Mg/m3	87.73	86.15
Particulate matter (PM)	Mg/m3	423.92	419.38
Persistent organic pollutants (POP)		Not Available	Not Available
Volatile organic compounds (VOC)		Not Available	Not Available
Hazardous air pollutants (HAP)		Not Available	Not Available
Others – please specify		Not Available	Not Available
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, me of the external agency.		No	No
Note- All departments to provide data for each parameter in the same unit			

The reporting boundary does not include , Chennai, Supa, Kadi, Ecotech, Ever, Pune, and Indospace unit.

Since, AmberPR and Pravartaka, have been acquired recently, there respective units have not been considered for reporting boundary.

ANNEXURE - G (Contd.)

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

Parameter	Please specify unit	financial year 2021-22	financial year 2020-21
Total Scope 1 emissions			
CO2	Metric tonnes of CO2 equivalent	600.95	310.87
CH4	Metric tonnes of CO2 equivalent	0.08	0.04
N2O	Metric tonnes of CO2 equivalent	0.004	0.00
HFC	Metric tonnes of CO2 equivalent	NA	NA
PFC	Metric tonnes of CO2 equivalent	NA	NA
SF6	Metric tonnes of CO2 equivalent	NA	NA
NF3	Metric tonnes of CO2 equivalent	NA	NA
Total	Metric tonnes of CO2 equivalent	601.04	310.91
Total Scope 2 emissions			
CO2	Metric tonnes of CO2 equivalent	10817.42	10373.89
CH4	Metric tonnes of CO2 equivalent	NA	NA
N2O	Metric tonnes of CO2 equivalent	NA	NA
HFC	Metric tonnes of CO2 equivalent	NA	NA
PFC	Metric tonnes of CO2 equivalent	NA	NA
SF6	Metric tonnes of CO2 equivalent	NA	NA
NF3	Metric tonnes of CO2 equivalent	NA	NA
Total	Metric tonnes of CO2 equivalent	10817.42	10373.88
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/Lakh ₹	0.027	0.035

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide detail:

Steps taken or impact on conservation of energy hence saving GHG Emissions	<p>In the pursuit of continual improvement in energy conservation, many initiatives as listed below have been taken in the financial year 2021 – 22 for energy conservation and preservation of natural resources:</p> <ul style="list-style-type: none"> • VFD Installation on blower motor at HE Shop. • Motor removed from N2 Plant, water rinsing station & cooling tower. • Putting oven at energy saving mode while oven is in idle condition. • Timers Installed for admin office air conditions for automatic switch off and aluminum fabricated cabin replaced with Puff cabin. • Installed VFDs in various motors (Cooling Tower, Granulators) to reduce electricity consumption. • 20 Solar Lights installed at outside perimeter for electricity. • Oven Exhaust air (Flu Gas) is being reused to reduce by providing the loop. • VRV Installed in placed of 11 tr. AC for MI Shop Floor. <p>Programs for improving energy efficiency:</p> <ul style="list-style-type: none"> • Thrust on use of renewable energy in manufacturing units. • Use of natural lighting and natural ventilation. • Encouraging go green initiative in the plants. • Rainwater harvesting, reduce usage and recycling of water. • Thrust on zero waste to land fill and circular economy. • Section wise energy meter installation and monitoring on daily basis to control the consumption;
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ANNEXURE - G (Contd.)

The steps taken by the Company for utilising Alternate Sources of Energy hence reducing emissions	<ul style="list-style-type: none"> • Usage of solar power replacing 30% of conventional power consumption (Jhajjar Dehradun and Pune Units). • Transparent sheets installed for electricity saving in daytime. • Re-usage of RO wastewater in task such as floor cleaning & urinals. • Adoption of pond and its maintenance at Greater Noida. • Re-usage of used DM water via regeneration plant to make DM water again. • Diesel consumption minimised by adding battery operated forklifts & stackers on shop floor.
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8. Provide details related to waste management by the entity:

	Unit	financial year 2021-22	financial year 2020-21
Total Waste Generated (in metric tonnes)	Metric tonnes	91.36	15.86
Plastic waste (A)	Metric tonnes	19.30	4.89
E-waste (B)	Metric tonnes	18.17	13.91
Bio-medical waste (C)	Metric tonnes	0	0
Construction and demolition waste (D)	Metric tonnes	0	0
Battery waste (E)	Metric tonnes	0	0
Radioactive waste (F)	Metric tonnes	0	0
Other Hazardous waste. Please specify, if any. (G)	Metric tonnes	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metric tonnes	0	0
Total (A+B + C + D + E + F + G + H)	Metric tonnes	128.83	34.72
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	Metric tonnes	87.40	8.03
(ii) Re-used	Metric tonnes	1.34	0
(iii) Other recovery operations	Metric tonnes	0	0
Total	Metric tonnes	88.74	8.03
For each category of waste generated, total waste disposed by ture of disposal method (in metric tonnes)			
Category of waste		0	0
(i) Incineration	Metric tonnes	1.07	4.30
(ii) Landfilling	Metric tonnes	0.86	0.68
(iii) Other disposal operations	Metric tonnes	189.95	95.70
Total		191.88	100.67
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, me of the external agency.	Yes/No	No	No

9. 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.

For production & other waste disposals we have tied up with the nearest Common Hazardous Waste Treatment, Storage & Disposal Facilities (CHWTSDF) where safe & scientific disposal of waste is being carried out. We segregate our wastes before we dispose them. We also tie up with recyclers to dispose recyclable waste.

10. 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.

None

ANNEXURE - G (Contd.)

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

None

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

Yes, the entity compliant with the applicable environmental law/ regulations/ guidelines in India.

LEADERSHIP INDICATORS

Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

From renewable sources	Unit	financial year 2022	financial year 2021
Total electricity consumption (A)	MJ	4197888.05	4442047.46
Total Fuel Consumption (B)	MJ	0	0
Energy Consumption through other sources (C)	MJ	3475998.00	3485725.20
Total energy consumed from renewable sources (A+B+C)	MJ	7673886.05	7927772.66
From non-renewable sources	Unit	financial year 2022	financial year 2021
Total electricity consumption (D)	MJ	49294601.27	47273418.14
Total fuel consumption (E)	MJ	8110047.08	4195317.63
Energy consumption through other sources (F)	MJ	6644017.70	6138156.14
Total energy consumed from non-renewable sources (D+E+F)	MJ	64048666.05	57606891.91

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

1. a. Number of affiliations with trade and industry chambers/ associations.
3 (Three)
- 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.	Consumer Electronics and Appliances Manufacturers Association ("CEAMA")	National
2.	Confederation of Indian Industries ("CII")	National
3.	Federation of Indian Chambers of Commerce & Industry ("FICCI")	National

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

None

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

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

None

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

Not Applicable

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

The Company has various mechanisms to receive and redress grievances of various stakeholders. We have a stakeholder policy and appropriate grievance mechanisms in place to resolve any differences arising from the impact of our business operations on the stakeholders.

ANNEXURE - G (Contd.)

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

	financial year 2021-22	financial year 2020-21
Directly sourced from MSMEs/ small producers	12%	12%
Some directly from within the district and neighboring districts	Not mapped at present	Not mapped at present

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

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

The Company has standard procedures for handling and investigating product quality complaints that are received from various sources such as customers, regulatory agencies, distributors, and suppliers. Accordingly, all the complaints are investigated within 30 days and relevant actions are taken to avoid the reoccurrence. Upon investigation of the complainant, QA sends a 'Complaint Reply Form' and waits for fifteen (15 working) days for any comment (feedback) from the complainant and then proceeds for the closing of the complaint.

Additionally, our website has sections for 'Contact Us' followed wherein an individual can register the relevant details including 'product complaint/feedback'.

2. Turnover of products/services as a percentage of turnover from all products/services that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.

Required information will be made available in our business responsibility and sustainability report from the financial year 2023 onwards.

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

	financial year 2021-22		financial year 2020-21	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil

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

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
Voluntary recalls	None	None
Forced recalls	None	None

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, policy is yet to be approved by Board.

6. 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.

There were no issues raised on the following topics and hence this question is not applicable to us.