

INOX India Ltd

Business Responsibility and Sustainability Report FY 2024-25



Annexure II

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L99999GJ1976PLC018945
2	Name of the Listed Entity	INOX India Limited
3	Year of incorporation	21/12/1976
4	Registered office address	9th Floor, KP Platina, Race Course, Vadodara - 390007
5	Corporate address	9th Floor, KP Platina, Race Course, Vadodara - 390007
6	E-mail	inox@inoxcva.com
7	Telephone	+91 (265)6160100
8	Website	www.inoxcva.com
9	Financial year for which reporting is being done	1 st April, 2024 to 31 st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange, National Stock Exchange
11	Paid-up Capital	18,15,27,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Deepak Acharya, CEO +91 9824089963, deepak.acharya@inoxcva.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Fabrication	Manufacturer of Industrial Gas Storage Equipment including Storage Tank, Transport Tank and Micro Bulk container etc.	51%
		Manufacturer of LNG Tankers, LNG Fuel tank, setting up LCNG station etc	19%

2	Others	Manufacturer of disposable cylinders, stainless steel kegs and non-cryo equipment	30%
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17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Manufacture of structural metal products, tanks, reservoirs and steam generators	251	46%
2	Manufacture of other fabricated metal products; metalworking service activities	259	24%
3	Manufacture of general-purpose machinery	281	10%

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

Location	Number of plants	Number of offices	Total
National	4	1	5
International	1	1	2

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

Locations	Number
National (No. of States)	25
International (No. of Countries)	52

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

53.54%

c. A brief on types of customers

Customers are classified as (i) Gas Majors (ii) Other Gas Companies & (iii) EPC's. These may further be classified as Private and Government customers.

The Company serves a diverse range of industries like Air separation units, oil & Gas, Medical, R&D, space, steel making industries etc. Large-scale steel industries, Petrochemical industries, Glass industries, EPC company, Scientific industries, Industrial and Liquefied Gas manufacturing and supply industries, Marine industries etc.

IV. Employees

20. Details as at the end of Financial Year:						
a. Employees and workers (including differently abled):						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<u>EMPLOYEES</u>						
1	Permanent (D)	609	571	93.76%	38	6.24%
2	Other than Permanent (E)	91	87	95.60%	4	4.40%
3	Total employees (D + E)	700	658	94.00%	42	6.00%
<u>WORKERS</u>						
4	Permanent (F)	33	33	100%	0	0%
5	Other than Permanent (G)	492	487	98.98%	5	1.02%
6	Total workers (F + G)	525	520	99.05%	5	0.95%
b. Differently abled Employees and workers:						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	0	0	0%	0	0%
<u>DIFFERENTLY ABLED WORKERS</u>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (E)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women			
Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers									
Particular	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.02%	12.31%	18.63%	19.22%	10.17%	18.66%	22.36%	14.04%	21.82%
Permanent Workers	2.94%	0%	2.94%	0%	0%	0%	2.82%	0%	2.82%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures				
Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	INOXCVA Comércio e Indústria De Equipamentos Criogénicos Ltda.	Subsidiary	100%	No
2	INOXCVA Europe B.V.	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in Rs.)	12,96,29,96,000
b. Net worth (in Rs.)	9,00,88,28,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2024-25			FY 2023-24		
		Current Financial Year			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	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes	48	0	Nil	487	1	As on date the complaint stands resolved
Shareholders	Yes	0	0	Nil	0	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil
Customers	Yes	139	7	Nil	223	25	Ongoing
Value Chain Partners	Yes	0	0	Nil	0	0	Nil
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://inoxcva.com/contact-us.php
Investors (other than shareholders)	https://inoxcva.com/investor-relation.php
Shareholders	https://inoxcva.com/investor-relation.php
Employees and workers	https://inoxcva.com/pdf/Whistle_Blower_Policy_(1).pdf
Customers	https://inoxcva.com/contact-us.php
Value Chain Partners	https://inoxcva.com/contact-us.php
Other (please specify)	NA

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management and Efficiency	O	The Company's investments in energy management and efficiency technologies have a significant positive impact. Power factor auto maintainers, LED lighting, and auto cut-off relays have significantly reduced energy consumption across operations, leading to lower operational costs. Moreover, the Company's 1.65 MW windmill in Bhachau district has been instrumental in decreasing reliance on conventional energy sources, further enhancing cost-efficiency and environmental sustainability. This alignment with sustainability goals not only strengthens the Company's market position but also mitigates the risks associated with long-term energy cost fluctuations.	NA	Positive
2	Waste Management	O	The Company tracks all the waste through an ERP system and ensures proper storage and management through a designated scrapyards. This proactive approach helps mitigate risks such as environmental contamination of soil and water, potential regulatory penalties, reputational damage,	NA	Positive

			and the loss of valuable materials. Greater focus on recycle and reuse of waste material can potentially lead to reduction in costs and reduce environmental impacts.		
3	Climate Change and GHG Emissions	R	The fuel and energy used during operational activities of INOX can significantly contribute to climate change and Greenhouse Gas (GHG) emissions. The use of diesel in the perlite plant and mobile fuel-consuming sources like hydra cranes and forklifts results in the release of substantial amounts of Carbon Dioxide (CO ₂) and other harmful pollutants into the atmosphere. These emissions contribute to the greenhouse effect, leading to global warming and climate change. Additionally, reliance on conventional energy sources exacerbates the depletion of fossil fuels, further increasing the carbon footprint of the Company. Without effective monitoring and reduction strategies, the Company's activities can lead to increased air pollution, negatively impacting air quality and public health, environmental degradation and adverse effects on ecosystems and communities.	We have commissioned a solar rooftop plant at our Kalol works to help reduce GHG emissions.	Negative
4	Water and Effluent Discharge	R	INOX track the total water consumption and treat the effluents through Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). While this process is effectively regulated, Improper discharges pose a significant risk of long-term environmental damage and regulatory penalties. Therefore, ensuring strict	We have commissioned STP & ETP at our Savli works.	Negative

			compliance and oversight are crucial to mitigate these risks.		
5	Responsible Supply Chain	R	INOX operates across diverse value chains, from raw material manufacturers, equipment manufacturers, gas suppliers to end users etc, resulting in an extensive supply chain. Disruptions due to non-compliance and unethical practices within the supply chain can significantly impact the operations and product quality, ultimately affecting customer satisfaction. Ensuring responsible supply chain practices is therefore crucial to maintaining the operational integrity and customer trust.	We have an IMS (integrated management system), as per the manual, we followed the evaluation of the supplier accordingly.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S r. N o	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/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
c	Web Link of the Policies, if available	Investor Relations - INOXCVA								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	No	Yes	Yes	No	No	Yes	No	No	No
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	No	No	No	Yes	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. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1	NA
		P2	<ol style="list-style-type: none"> 1. ISO 9001:2015 2. ISO 3834 Part 2 3. ASME U, UM, T Stamp 4. PESO shop approval 5. Authorised Economic Operator – T2 certificate 6. 49 CFR 107.807 (US Department of Transport) 7. BV MODE II SCHEME (Marine & Offshore) : SMS.W.II./111796/B.0) 8. KGS ES 610 9. Certificate of Revalidation of Enlistment with EIL (Certificate Number: 4994/PDD/I/RE/25-26/3943) 10. IATF 16949 – FIRST EDITION (Certificate number: IN050075 - IATF
		P3	ISO 45001:2018
		P4	NA
		P5	NA
		P6	ISO 14001:2015
		P7	NA
		P8	NA
		P9	<ol style="list-style-type: none"> 1. ISO 9001:2015 2. ISO 3834 Part 2 3. ASME U, UM, T Stamp 4. PESO shop approval 5. Authorised Economic Operator – T2 certificate 6. 49 CFR 107.807 (US Department of Transport) 7. BV MODE II SCHEME (Marine & Offshore) : SMS.W.II./111796/B.0) 8. KGS ES 610 9. Certificate of Revalidation of Enlistment with EIL (Certificate Number: 4994/PDD/I/RE/25-26/3943) 10. IATF 16949 – FIRST EDITION (Certificate number: IN050075 - IATF
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our company is committed to incorporating ESG principles into our core strategies and operations. We aim to reduce our environmental impact and lower energy consumption by adopting energy-efficient	

		technologies and practices.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have a dedicated Board Committee to evaluate the entity's performance in relation to its specific commitments, goals, and targets.

	Governance, leadership and oversight	
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	
	We are committed to integrate ESG principles into our core strategies and operations. We are taking proactive steps to optimize the energy usage. Through regular energy audit, we will identify areas for improvements and implement strategies to enhance efficiency, We will identify and assess ESG related risks and climate change impacts or supply chain disruptions.	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	
	Mr. Deepak Acharya (CEO)	
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
	If Yes please provide details	
	Details of the committee members: 1. Mr. Deepak Acharya 2. Mr. Sudhir Sethi/Mr. Nehal Joshi 3. Mr. Pavan Logar/Mr. Girish Gupta 4. Mr. Sandeep Juneja /Mr Kamlesh Mistry/ Mr. Vijay Gandhi/ Mr. Mukesh Vekaria 5. Mr. Anoop Koithodi /Mr. Bhavesh Patel 6. Ms. Shraddha Damani 7. Mr. Pratik Gandhi 8. Mr. Pratik Patel/ Mr. Krishnapal Ranawat/ Mr. Hardik Prajapati 9. Mr. Jayesh Parikh/ Mr. Hari Chauhan/ Mr. Ganesan / Mr. Sunny Patel 10. Mr. Vineet Kaushal /Mr. Vijay Kalaria	

10	Details of Review of NGRBCs by the Company									
	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or	Direct or
	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly
c.	Compliance with statutory requirements of relevance to the principles and	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly	Annua lly

	rectification of any non-compliances									
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes, provide the name of the agency.										
	P1	NA								
	P2	1. Bureau Veritas 2. International Institute of Welding (IIW) 3. American Society of Mechanical Engineers (ASME) 4. Petroleum and Explosives Safety Organization 5. Central Board of Indirect Taxes and Customs (CBIC), 6. India, U.S. Department of Transportation (PHMSA – Pipeline and Hazardous Materials Safety Administration) 7. Korean Gas Authority 8. Engineers India Limited (EIL)								
	P3	Bureau Veritas								
	P4	NA								
	P5	NA								
	P6	Bureau Veritas								
	P7	NA								
	P8	NA								
	P9	1. Bureau Veritas 2. International Institute of Welding (IIW) 3. American Society of Mechanical Engineers (ASME) 4. Petroleum and Explosives Safety Organization 5. Central Board of Indirect Taxes and Customs (CBIC), 6. India, U.S. Department of Transportation (PHMSA – Pipeline and Hazardous Materials Safety Administration) 7. Korean Gas Authority 8. Engineers India Limited (EIL)								

12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	General, Health & Safety, POSH and Human rights, Technical and behavioural skills	38%
Key Managerial Personnel	3	General, Health & Safety, POSH and Human rights, Technical and behavioural skills	100%
Employees other than BOD and KMPs	138	General, Health & Safety, POSH and Human rights, Technical and behavioural skills	90%
Workers	138	General, Health & Safety, POSH and Human rights, Technical and behavioural skills	85%

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

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
Non-Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/	Brief of the Case		Has an appeal been

		judicial institutions		preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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

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

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

The company believes in complying with all legal and statutory provisions and follows ethical practices for conducting business. No employee shall receive directly or indirectly, any illegal payments, remuneration, gift, or any other favour from its suppliers and vendors.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

- chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://inoxcva.com/pdf/Code_of_Conduct_for_Directors_and_Senior_Management_Personnel.pdf
- https://inoxcva.com/hr-manual.php

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

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

No such cases of corruption and conflict of interest have occurred in FY 2024-25.

8. Number of days of accounts payables in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	54	60

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.06%	1.30%
	b. Number of dealers / distributors to whom sales are made	7	11
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	99.66%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.63%	1.79%
	b. Sales (Sales to related parties / Total Sales)	15.50%	9.58%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	68.74%	60.90%
	d. Investments	14.25%	15.26%

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0%	0%	Nil
2	Capex	6.29%	2.5%	The capital expenditures (Capex) have been allocated towards the enhancement of sustainability and safety measures, including investments in solar energy systems, Effluent Treatment Plant (ETP), Sewage Treatment Plant (STP), and fire safety infrastructure.

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

No

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

NA

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)	Nil
(b)	E-waste	Nil
(c)	Hazardous waste	Nil
(d)	other waste	Nil

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

No

B If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

NA

C If not, provide steps taken to address the same

NA

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

1 a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Num ber (B)	% (B / A)	Numb er (C)	% (C / A)	Numb er (D)	% (D / A)	Numb er (E)	% (E / A)	Numb er (F)	% (F / A)
<u>Permanent employees</u>											
Male	571	571	100 %	571	100 %	0	0%	0	0%	0	0%
Female	38	38	100 %	38	100 %	38	100%	0	0%	0	0%
Total	609	609	100 %	609	100 %	38	100%	0	0%	0	0%
<u>Other than permanent employees</u>											
Male	87	87	100 %	87	100 %	0	0%	0	0%	0	0%
Female	4	4	100 %	4	100 %	4	100%	0	0%	0	0%
Total	91	91	100 %	91	100 %	4	100%	0	0%	0	0%
1. b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Num ber (B)	% (B / A)	Numb er (C)	% (C / A)	Numb er (D)	% (D / A)	Numb er (E)	% (E / A)	Numb er (F)	% (F / A)
<u>Permanent workers</u>											
Male	33	0	0%	33	100 %	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	5	100%	0	0%	0	0%
Total	33	0	0%	33	100 %	5	100%	0	0%	0	0%
<u>Other than permanent workers</u>											
Male	487	0	0%	457	93.8 4%	0	0%	0	0%	0	0%

Female	5	0	0%	5	100%	5	100%	0	0%	0	0%
Total	492	0	0%	462	93.90%	5	100%	0	0%	0	0%

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format								FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of the total revenue of the company								0.04%	0.04%
2. Details of retirement benefits, for Current FY and Previous Financial Year.									
Benefits	FY 2024-25			FY 2023-24					
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)			
PF	98.19%	100%	Yes	97.23%	100%	Yes			
Gratuity	100%	100%	Yes	100%	100%	Yes			
ESI	0.82%	100%	Yes	0.99%	100%	Yes			
Others – Superannuation	6.73%	NA	NA	8.30%	NA	NA			

Note - Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

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?	No
If not, whether any steps are being taken by the entity in this regard.	
NA	

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	No
If so, provide a web-link to the policy.	NA

5. Return to work and Retention rates of permanent employees and workers that took parental leave.				
Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0%	0%	0%	0%
Female	0%	0%	0%	0%
Total	0%	0%	0%	0%

Note – None of the employees and workers availed parental leave.

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Grievance Mechanism is followed as per the Factories Act.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association (s) or Union (D)	% (D/C)
Total Permanent employees	609	0	0%	506	0	0%
Male	571	0	0%	474	0	0%
Female	38	0	0%	32	0	0%
Total Permanent Workers	33	33	100%	35	35	100%
Male	33	33	100%	35	35	100%
Female	0	0	0%	0	0	0%

Note - Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	571	132	23.12 %	289	50.61 %	474	183	38.61 %	234	49.37 %
Female	38	6	15.79 %	20	52.63 %	32	13	40.63 %	11	34.38 %
Total	609	138	22.66 %	309	50.74 %	506	196	38.74 %	245	48.42 %
Workers										

Male	33	7	21.21 %	5	15.15 %	35	1	2.86%	5	14.29 %
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	33	7	21.21 %	5	15.15 %	35	1	2.86%	5	14.29 %

Note - Disclosure is provided for both permanent employees and workers.

Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

9. Details of performance and career development reviews of employees and worker:						
Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	571	365	63.92%	474	468	98.73%
Female	38	36	94.74%	32	30	93.75%
Total	609	401	65.85%	506	498	98.42%
Workers						
Male	33	0	0%	35	0	0%
Female	0	0	0%	0	0	0%
Total	33	0	0%	35	0	0%

Note - Disclosure is provided for both permanent employees and workers.

Note - Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

10. Health and safety management system	
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	Yes
If Yes, the Coverage such systems?	
Occupational Health and Safety (OHS) management system play a critical role in creating and maintaining a safe and healthy work environment by identifying and eliminating hazards, minimizing risks, and promoting overall well-being. This system is integral in preventing work-related injuries and illnesses, as well as supporting the early detection and management of health issues that might arise from work activities 1. Hazard Identification and Risk Assessment 2. Training and Awareness Programs 3. Pre-employment and Periodic Health Screenings. 4. Coordination with Safety and Environmental Teams By prioritizing these functions and practices, an organization ensures that OHS contributes significantly to worker safety and health, fostering a safer and more productive work environment.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	
1. Hazard Identification and Risk Management (HIRA) 2. Job Safety Analysis (JSA) 3. Permit to Work 4. Routine Inspections and Audits 5. Safety Walkthroughs	
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

11. Details of safety related incidents, in the following format:			
Safety Incident/Number	Category*	FY 2024-25	FY 2023-24

Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0
*Including in the contract workforce			

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

The organization's approach to preventing or mitigating significant OHS impacts to provide a safe and healthy workplace focuses on a proactive risk management strategy that includes comprehensive hazard identification, risk assessment, and implementation of preventive and control measures across all operational, product, and service activities. Through the hierarchy of controls, the organization minimizes risks through elimination, substitution, engineering controls, administrative controls, and the use of PPE.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessment for the year:

Particulars	% 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.

No such incident has taken place.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

Key stakeholders group of the entity are dedicated employees, valuable shareholders, loyal customers, indispensable suppliers, vibrant communities and strategic partners. All such stakeholders are key to success and survival of the company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	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	1. Email 2. SMS 3. Newspaper 4. Pamphlets 5. Advertisement 6. Community Meetings 7. Notice Board 8. Website	Ongoing	1. Safety and job security 2. Capacity building 3. Career Growth opportunity 4. Healthy work environment
Government Authorities	No	1. Regular visits 2. Annual and quarterly compliance reports 3. Meetings	Ongoing	1. Timely compliance with new regulations 2. Timely payment of taxes 3. Support to various schemes of the Central and State Governments
Communities	Yes	1. Email 2. Meeting 3. Notice	Ongoing	Business needs
Customers	No	1. Customer meets 2. Customer visits 3. Conferences and Trade Fair 4. Information on Website	Ongoing	1. Eco-friendly product solutions 2. Superior quality products and services 3. Safety and data privacy
Suppliers	No	1. Supplier meets 2. Supplier feedback survey 3. Email and information	Ongoing	1. Long term partnership 2. Access to new markets and sources 3. Resource efficiency

Investors	No	1. Press Conference 2. Update on the Company's website 3. Stock Exchange announcements 4. Investor meetings	Ongoing	1. Financial Statements and results 2. Share price appreciation 3. Growth prospects
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PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	609	352	57.80%	506	43	8.50%
Other than permanent	91	39	42.86%	96	1	1.04%
Total Employees	700	391	55.86%	602	44	7.31%
Workers						
Permanent	33	25	75.76%	35	0	0%
Other than permanent	492	305	61.99%	462	0	0%
Total Workers	525	330	62.86%	497	0	0%

Note - Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
<u>Employees</u>										
<u>Permanent</u>										
Male	571	0	0%	571	100%	474	0	0%	474	100%
Female	38	0	0%	38	100%	32	0	0%	32	100%
Total	609	0	0%	609	100%	506	0	0%	506	100%
<u>Other than Permanent</u>										
Male	571	0	0%	571	100%	93	0	0%	93	100%
Female	38	0	0%	38	100%	3	0	0%	3	100%
Total	609	0	0%	609	100%	96	0	0%	96	100%
<u>Workers</u>										
<u>Permanent</u>										
Male	33	0	0%	33	100%	35	0	0%	35	100%
Female	0	0	0%	0	100%	0	0	0%	0	100%
Total	33	0	0%	33	100%	35	0	0%	35	100%
<u>Other than Permanent</u>										

Male	487	0	0%	487	100%	457	0	0%	457	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Total	492	0	0%	492	100%	462	0	0%	462	100%

Note - Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	1	82,85,750	0	0
Key Managerial Personnel	3	1,16,77,943	0	0
Employees other than BOD and KMP	562	7,97,146	36	7,53,955
Workers	33	6,66,956	0	0

Note:

- i. The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.31%	4.73%

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

Yes

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

Internal Complaint Committee (ICC) is formed at plant & Head office. ICC is formed under POSH Act.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour / Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

The mechanisms are followed as per the policies stated in the HR Manual.

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

Yes

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others - please specify	NA

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

NA

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
<u>From renewable sources</u>		
Total electricity consumption (A)	8,953.78	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	8,953.78	0
<u>From non-renewable sources</u>		
Total electricity consumption (D)	47,289.60	40,301.29
Total fuel consumption (E)	9,153.76	10,480.77
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	56,443.36	50,782.06
Total energy consumed (A+B+C+D+E+F)	65,397.13	50,782.06
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.00000504	0.00000467
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.00010423	0.00009445
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Total physical output in tonnes]	0.00215335	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.	NA	

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? (Yes/No)	No
If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	
NA	

3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,06,754.24	1,06,715
(iii) Third party water	6,176.62	8,623
(iv) Seawater / desalinated water	0	0
(v) Others – <Rainwater>	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,12,930.86	1,15,338
Total volume of water consumption (in kilolitres)	1,09,243.17	1,15,338
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.00000843	0.00001061
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.00017411	0.00021453
Water intensity in terms of physical output [Total water consumption (in KL) / Total physical output in tonnes]	0.11107030	-
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? (Yes/No)	No	
If yes, name of the external agency.	NA	

4. Provide the following details related to water discharged:		
Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
<u>(i) To Surface water</u>		
No treatment	0	0
With treatment – please specify level of treatment	3,294.69	2,230
<u>(ii) To Groundwater</u>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<u>(iii) To Seawater</u>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<u>(iv) Sent to third-parties</u>		
No treatment	0	0
With treatment – please specify level of treatment	393	371
<u>(v) Others</u>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	3,687.69	2,601
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	NA	

5. Has the entity implemented a mechanism for Zero Liquid Discharge?	Yes
If yes, provide details of its coverage and implementation.	
<p>The treatment process adopted in ETP is primary and tertiary treatment, which contains neutralization, solid separation (coagulation, Flocculation, and settlement), and filtration units (Two-stage RO). Product from the RO plant is used in the Process again, reject from RO which is of High TDS nature is evaporated, and sludge from the evaporator is disposed through common TSDF site. The Savli plant has implemented the mechanism for Zero Liquid Discharge.</p>	

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm ³	15.90	NA
SOx	mg/Nm ³	9.00	NA
Particulate matter (PM)	mg/Nm ³	54.03	1,533*
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			Yes

If yes, name of the external agency.	Royal Environment Auditing and Consultancy Service TCQA Labs Private Limited
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*Note – Value of Particulate matter (PM) is in kgs for FY 2023-24.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	715.68	724
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	9,549.87	9,068
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO _{2e}) / Revenue from operations (in rupees)]		0.00000079	0.00000090
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO _{2e}) / Revenue from operations in rupees adjusted for PPP]		0.00001636	0.00001821
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO _{2e}) / Total physical output in tonnes]		0.01043725	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.	NA		

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)	Yes
If Yes, then provide details.	
Installation of roof top solar power plant, resulting into reduction of carbon emissions through renewable energy sources.	

9. Provide details related to waste management by the entity, in the following format:		
Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	1.17
E-waste (B)	0	0.03
Bio-medical waste (C)	0.008	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	76.14	38.04

Used Oil (5.1)	6.42	1.68
Discarded containers (33.1)	26.65	19.59
ETP Sludge (35.3)	3.06	0.72
Paint Sludge (21.1)	29.34	13.32
Oil-contaminated rags/ cotton waste (33.2)	9.08	1.73
RT films	0	1
Process waste Residues(1-21.1 Category)	0.66	0
X-Ray Fixer(II-A-9)	0.20	0
X-Ray-Film(II-A-9)	0.73	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,330.25	3,163.79
Metal scrap CS/MS	781.47	842.66
SS material	569.12	676.84
SS turning	15.70	13.18
MS light	34.64	115.95
CRCA	1,802.04	1,396.80
Wooden	79.82	75.79
Aluminium	47.46	42.57
Total (A+B + C + D + E + F + G + H)	3,406.40	3,203.03
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.00000026	0.00000029
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.00000543	0.00000596
Waste intensity in terms of physical output Total waste generated (in MT) / Total physical output in tonnes	0.00346337	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	29.33	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	29.33	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	38.43	15.64
(ii) Landfilling	2.27	0
(iii) Other disposal operations	3,337.93	0
Total	3,378.60	15.64
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	NA	

Note – A Total of 1.53 MT of waste has been stored in FY 2024-25.

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

We use minimum chemicals, and treat them as per statutory norms as defined by GPCB.

11. 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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
NA	NA	NA	NA	NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

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

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
NA	NA	NA	NA

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.		10
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.		
Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	Gujarat Employers Organization- Baroda	State
2	Silvassa industries Association	State
3	Indian Vacuum Society, Mumbai -Affiliated to International Union for Vacuum Science, Technique and Applications	National
4	Exim Club Vadodara (Association of Exporters and Importers)	State
5	Federation of Gujarat Industries, Baroda	State
6	All India Industrial Gases Manufacturers Association (AIIGMA)- New Delhi	National
7	World Economic Forum, An international non-government organization based in Geneva	International

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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

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

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

GRM procedure & policy to be developed

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	5.04%	4.56%
Directly from within India	94.96%	95.44%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Particular	FY 2024-25	FY 2023-24
Rural	46.26%	47.63%
Semi-urban	9.11%	9.62%
Urban	44.63%	42.75%
Metropolitan	0%	0%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

Leadership Indicators

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Mobile Health Unit for underserved communities	6,125	100%
2	Udayan Shalni Project for supporting higher education of underprivileged girls	50	100%
3	Contribution of Army Welfare CSR Fund to fund free residential IIT-JEE coaching for the wards of serving and retired army personnel	18	0%
4	Contribution to IIT Bombay for scholarship grant to students	4	0%
5	Skill Development & Welding Excellence Centre	102	100%

Note - In addition to the above projects, the Company also undertook the following CSR Projects for which the exact number of persons benefitted is not available.

1. Distribution of workbooks to students in Vadodara Municipal Corporation (VMC) - run School.
2. Contribution to the United Way of Baroda to support the education project initiated by them for economically disadvantaged students.
3. Contribution to Indraprastha Global Education and Research Foundation for the establishment of a medical hospital for providing quality healthcare services to all sections of society.
4. Contribution to Metta Foundation for promoting education, healthcare and overall well-being for underprivileged children and their families.
5. Contribution to IIS Bengaluru for the establishment of a quantum lab.

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

On receipt of the complaint, it is registered in service log and necessary solution is provided to customer after review, discussions and analysis. In case of major complaints, necessary root caused analysis (RCA) is conducted and the same is informed to internal stake holders, for future necessary action.

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

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

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

Particular	FY 2024-25		Remark	FY 2023-24		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	139	7	Nil	121	0	Nil
Other	NA	NA	NA	NA	NA	NA

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

Particular	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)	Yes
If available, provide a web link of the policy	INOX India Limited is following ISO 27001 Framework.

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

7. Provide the following information relating to data breaches	
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	
NA	

Leadership Indicator

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	
https://inoxcva.com/	
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	
OEM manual with each supply Training videos Training & Health check-ups	
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)	Yes
a. If yes, provide details in brief.	
Yes all details are provided as part of offer.	
b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	Yes A global customer satisfaction summary was done few years back. Regular feedback is obtained through customer feedback questionnaire sent a regular basis, after monthly dispatches.