

16th August, 2022

To

The Manager - Listing,
BSE Limited,
Rotunda Building,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 543276

The Manager - Listing,
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex ,
Bandra (East),
Mumbai - 400 051
Stock Code: CRAFTSMAN

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2021-22;

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) voluntarily adopted by the Company for the financial year ended 31st March, 2022 describing the initiatives taken by the Company from an environmental, social and governance perspective.

The BRSR is also available on the website of the Company at www.craftsmanautomation.com.

Kindly take the same into your records.

Thanking you.

Yours faithfully,
for CRAFTSMAN AUTOMATION LIMITED

Shainshad Aduvanni
Company Secretary and Compliance Officer

Encl: As above

Craftsman Automation Limited

Registered Office:
Senthel Towers, 4th Floor
1078, Avanashi Road
Coimbatore - 641 018
Tamilnadu, India

tel + 91 422 71 650 00
fax + 91 422 71 650 56
info@craftsmanautomation.com
www.craftsmanautomation.com

CIN NO: L28991TZ1986PLC001816
GST NO: 33AABCC2461K1ZW

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S.No	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L28991TZ1986PLC001816
2	Name of the Listed Entity	Craftsman Automation Limited
3	Year of incorporation	1986
4	Registered office address	Senthel Towers, IV Floor, 1078, Avanashi Road, Coimbatore - 641 018 Tamil Nadu, India.
5	Corporate address	Senthel Towers, IV Floor, 1078, Avanashi Road, Coimbatore - 641 018 Tamil Nadu, India.
6	E-mail	investor@craftsmanautomation.com
7	Telephone	0422-7165000
8	Website	www.craftsmanautomation.com
9	Financial year for which reporting is being done	2021-2022
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹10,56,41,555
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. Shainshad Aduvanni, Company Secretary and Compliance Officer Telephone: 0422 7165000 Email: investor@craftsmanautomation.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone Basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Automotive - Power Train & Others	Manufacturing engine parts such as cylinder block and cylinder head, camshafts, transmission parts, gear box housings, turbo charges and bearing caps.	52.32%
2	Industrial & Engineering	Industrial & Engineering vertical is essentially a non-automotive business vertical which cater to diverse user sectors. The Company has divided it into two sub segments: Storage Solutions: Key products in storage solutions sub-segment include stationary racking for warehouses, V-store, roll form products and Automated Storage and Retrieval Systems ("ASRS"). Our products in this sub-segment cater to warehousing and industrial sectors High-end sub assembly, contract manufacturing and Others: SPM, Material handling, Gear and Gear boxes, Tool room, mould base & sheet metal, Aluminium - Casting for power transmission.	27.72%
3	Automotive - Aluminium Products	Key products in Automotive – Aluminium Products segment include highly engineered and include crank case and cylinder blocks for two wheelers, engine and structural parts for passenger vehicles and gear box housing for heavy commercial vehicle.	19.96%

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	Metal and Metal Products		10.30%
2	Electricals or electronic machinery, Railway or tramway locomotives, rolling stock, railway or tramway fixtures and fittings, mechanical (including electro mechanical) traffic signaling equipment's of all kind and Other machinery and Mechanical Appliances;	2930	46.84%
3	Other Manufacturing activities including Machining Services		42.86%

III. Operations

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

National Location	14
	Number of offices: 2
	1. Registered and Corporate Office at Coimbatore, Tamil Nadu
	2. Headquarters at Coimbatore, Tamil Nadu
	Number of plants: 12
	1. Unit 2 Kurichi, Coimbatore, Tamil Nadu
	2. Unit 3 Headquarter, Arasur, Coimbatore, Tamil Nadu
	3. Unit 2 Sanaswadi, Pune, Maharashtra
	4. Unit 3 Sanaswadi, Pune, Maharashtra
	5. Unit 4 Pimple Jagtap, Pune, Maharashtra
	6. Pithampur Unit, Madhya Pradesh
	7. Jamshedpur Unit, Jharkhand
	8. Unit 1 Ballabgarh, Faridabad, Haryana
	9. Unit 2 Ballabgarh, Faridabad, Haryana
	10. Unit 1 Bengaluru, Karnataka.
	11. Unit 2 Bengaluru, Karnataka
	12. Sriperumbudur – Unit 1, Chennai, Tamil Nadu
International Location	Nil
	However, the Company has a Wholly Owned Subsidiary named Craftsman Europe B.V. (Formerly known as Craftsman Marine B.V) at The Netherlands

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	16 Countries

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

8%

c. A brief on types of customers

1) End-user sectors for Automotive – Aluminium Products:

- Two-Wheelers
- Passenger Vehicles
- Commercial vehicles

2) End-user sectors for Automotive – Powertrain and Others:

- Commercial Vehicles
- Special Utility Vehicles
- Tractors
- Off-highway Vehicles

3) Industrial & Engineering:

a) High end sub-assembly, contract manufacturing & others:

Automotive, Foundries, Railways, Textile & Printing Machines manufacturers, Engineering, Power Transmission & Distribution

b) Storage Solutions:

FMCG, E-commerce, Food & beverages, Logistics, Pharmaceuticals and Electronics

IV. Employees

1. Details as at the end of Financial Year: 31st March 2022

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)	721	699	96.95%	22	3.05%
2.	Other than Permanent (E)	21	21	100%	Nil	Nil
3.	Total employees (D + E)	742	720	97.04%	22	2.96%
Workers						
4.	Permanent (F)	1337	1337	100%		
5.	Other than Permanent (G)	647	647	100%		
6.	Total workers (F + G)	1984	1984	100%		

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	1	1	100%		
2.	Other than Permanent (E)	Nil	Nil	Nil		
3.	Total differently abled employees (D + E)	1	1	100%		
Differently Abled Workers: Nil						

2. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and Percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	1	0.17%
Key Management Personnel	5	Nil	Nil

3. Turnover rate for permanent employees and workers(%)

Particulars	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.97	17.65	13.09	30.51	44.44	30.79	19.16	20.00	19.18
Permanent Workers	7.55	0	7.55	20.96	0	20.96	15.51	0	15.51

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

4. 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 indicate at column A, Participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Craftsman Europe B.V. The Netherlands (previously known as Craftsman Marine B.V.)	Wholly Owned Subsidiary	100%	No
2	Carl Stahl Craftsman Enterprises Private Limited	Associate Company (Joint Venture)	30%	No

VI. CSR Details

5. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover: ₹2,20,643 Lakhs
- (iii) Net worth: ₹1,14,220 Lakhs

VII. Transparency and Disclosures Compliances

6. 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 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
Investors (other than shareholders)	Yes	3	Nil	Refer Note	5	Nil	Refer Note
Shareholders	Yes						
Employees and Workers	Yes						
Communities	Yes, Separate Grievance Handling Procedure						
Customers	CAL/IMS/P38 available and Grievance register is followed by the Company			Nil			
Value Chain Partners							
Other (please specify)							

Weblink : <https://www.craftsmanautomation.com/investors/#verticalTab2>

Note: All the Complaints received from Investors (other than shareholders) are related to Non-Receipt of Initial Public Offer (IPO) refund – ASBA Query and the same were resolved during the respective quarters itself.

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

The Company has structured an internal mechanism for identifying the risks on ESG matters and the same is being reviewed by the Risk Management Committee of the Company. The Company believes that a materiality assessment on sustainability issues will help to analyse and prioritize the issues that have the biggest impact from the Environment, Social and Governance (ESG) perspective. Further, the Company is in the process of enhancing this methodology by conducting this exercise on periodical basis and by engaging external agencies for material assessment.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

PRINCIPLE 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
PRINCIPLE 2	Businesses should provide goods and services in a manner that is sustainable and safe
PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders
PRINCIPLE 5	Businesses should respect and promote human rights
PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment
PRINCIPLE 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
PRINCIPLE 8	Businesses should promote inclusive growth and equitable development
PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner

DISCLOSURE QUESTIONS	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
b. Has the policy been approved by the board? (Yes/No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
c. Web link of the policies, if available	https://www.craftsmanautomation.com/investors/								
2. Whether the entity has translated the policy into procedures. (Yes//No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company expects its value chain partners to adhere to the policies.								
4. Name of the National and International codes/ Certifications/ labels/ standards (e.g Forest Stewardship council, fairtrade, Rainforest Alliance, Trustea) Standards(e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 : 2015 IATF 16949 : 2016 ISO 14001 : 2015 AEO CERTIFICATE Export House Certificate								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is in process of implementing the identified Sustainability 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) Please refer "ESG taking centre stage" under 'From the Chairman's Desk' in the Annual Report									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board of Directors and the Risk management Committee of the Company is reviewing the sustainability related issues on regular basis. The CSR committee also reviews the activities undertaken as CSR on regular basis.								

* The Company through associations/ institutions/ trade and industry chambers strives to advocate and pursue various causes that are in larger interest of the industry, economy, society and public. Therefore, need for a formal policy has not been felt.

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Audit Committee, Risk Management Committee and Board review the performance of all policies and procedures on periodical basis																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has complied with all the statutory requirements with respect to the applicable laws of the Company including the requirements relevant to the principles.																	

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The Company has evaluated the working of its policies internally.								

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

DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	For Principle 7: The Company through associations/ institutions/ trade and industry chambers strives to advocate and pursue various causes that are in larger interest of the industry, economy, society and public.								

The company is continuously reviewing its policies to align with the BR principles in full spirit. The assessment for adoption/ implementation of specific policies is under process which will be continued in next financial year.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

As per the Company's existing training plan, awareness regarding the Environmental management programs are being conducted to employees and workers during the year. As per the plan a minimum 10 Training per year per unit shall be conducted.

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 awareness programmes
Board of Directors	4 Sessions	Familiarisation Programme for the Board of Directors of the Company are being organised on regular basis on various topics about the business segments, operations of the Company , regulatory requirements and other matters. The details are placed in the website of the Company at the weblink https://www.craftsmanautomation.com/wp-content/uploads/2022/04/Familiarisation-Programme_Website.pdf .	100%
Key Managerial Personnel	4 Sessions	Winning to Lead	100%
Employees other than BOD and KMPs	11 Sessions	a) ISO 9001, b) IATF 16949,	100%
Workers	20 Sessions	c) ISO 14001 : 2015 d) Health & Safety Environment, Fire Protection Training Basic Safety e) Energy Saving f) Fire Safety Training & mock drill g) First Aid Training h) EMS, i) Management Development, j) MS Excel	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 :

Nil. There is no such fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings by the Company during the financial year which are material as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015

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.

Yes. The Company has an anti-corruption and anti-bribery policy which is applicable to all the stakeholders of the company. Further, Internal stakeholders at the time of onboarding are well informed about the

policy and adherence to the same. External Stakeholders are informed about the applicability and compliance of policy at the time of business association/engagement.

Weblink: <https://www.craftsmanautomation.com/investors/>

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

Nil. There are no such disciplinary action taken by any law enforcement agency against the Directors/KMPs/employees/workers for bribery/ corruption.

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

No complaints were received in relation to issues of Conflict of Interest of the Directors/KMP

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

Not Applicable

Leadership Indicators

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

Nil

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes. The Company has formulated "Code of Conduct for Board of Directors and Senior Management" which specifies the role and function of the Board and Senior Management and they must act within the authority conferred upon them and in the best interests of the Company.

The Code enumerates that the Directors and Senior Management shall always act in good faith to promote the business and objects of the company for the members as a whole and in the best interests of the Company, its employees, shareholders, the community and shall not engage in any business, relationship or activity, which may be in conflict with the interests of the Company. Further, in case there is likely to be a conflict of interest, he/she should make full disclosure of all the facts and circumstances thereof to the Board of Directors and the prior approval of the Audit Committee and that of the Board is required to be obtained.

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

Essential Indicators

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

Nil

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes. The Company considers the social, ethical and environmental performance factors in the process of selecting suppliers.

Also, the Company is developing baseline insights on emissions, defining a sourcing strategy to lower emissions over time and implementing sourcing plans.

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

30%

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

Craftsman maintains Products and Service manuals for all its products which are released during the product dispatch and commissioning. Product and Service manual inter alia consists of product life cycle assessment details along with all applicable disposal methodologies.

- 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.

With respect to ISO 14001 :2015, all the applicable statutory and regulatory compliances are followed. Further, the Company maintain OCP's (Operational control procedure) for all type of wastes handling.

Leadership Indicators

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

Yes. The Company has conducted Life Cycle Assessments for 18.28% of the products which were contributed to total turnover as per the internal guidelines formulated by the Company CAL/IMS/ Design/F461 Rev 01 dated 07/07/2018

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

Nil

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-22	FY 2020-21
Aluminium ingots	Recycled aluminium return material used as an input material for the production around 20% to 25%	Recycled aluminium return material used as an input material for the production around 25% to 30%

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

Products are not reclaimed at the end of life of products, however, disposal mechanism is available in product manual.

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

Nil

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Num- ber (B)	% (B / A)	Num- ber (C)	% (C / A)	Num- ber (D)	% (D / A)	Num- ber(E)	% (E / A)	Num- ber (F)	% (F / A)
Permanent employees											
Male	699			699	100%	N.A.	N.A.				
Female	22	Nil		22	100%	22	100%			Nil	
Total	721			721	100%	22	100%				
Other than Permanent employees											
Male	21			21	100%						
Female	Nil	Nil		Nil	Nil			Nil			
Total	21			21	100%						

- 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	
		Num- ber (B)	% (B / A)	Num- ber (C)	% (C / A)	Num- ber (D)	% (D / A)	Num- ber (E)	% (E / A)	Num- ber (F)	% (F / A)
Permanent Workers											
Male	1337			1337	100%						
Female	Nil	Nil		Nil	Nil			Nil			
Total	1337			1337	100%						
Other than Permanent Workers											
Male	647			647	100%						
Female	Nil	Nil		Nil	Nil			Nil			
Total	647			647	100%						

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2021-22			FY 2020-21		
	No. of employ- ees 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 employ- ees 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	99.06%	99.95%	Y	99.22%	99.95%	Y
Gratuity	99.06%	99.95%	Y	99.22%	99.95%	Y
ESI	2.56%	37.05%	Y	4.96%	52.48%	Y
Others – Please specify				Nil		

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

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. The Policy has been published in the intranet

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

Nil

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company has a grievance module in the internal ERP software, which can be accessed by all the employees and workers using their login credentials.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

No Unions existing

8. Details of training given to employees and workers:

Category	FY 2021-22					FY 2020 -21				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No (C)	%(C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	720	705	98%	575	80%	633	615	97%	500	78%
Female	22	22	100%	22	100%	12	12	100%	12	100%
Total	742	727	98%	597	80%	645	627	97%	512	79%
Workers										
Male	1984	1950	98%	1570	80%	1932	1875	97%	1500	78%
Female										
Total	1984	1950	98%	1570	80%	1932	1875	97%	1500	78%

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	720	352	49%	633	483	76%
Female	22	13	59%	12	12	100%
Total	742	365	49%	645	495	76%
Workers						
Male	1984	380	19%	1932	1618	84%
Female		Nil			Nil	
Total	1984	380	19%	1932	1618	84%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity?

Yes. Occupational Health and Safety Management System has been implemented.

Occupational Health and Safety protection is an integral component of the business. The Company's goal is to treat the environment gently and use the natural resources sparingly without hampering the employees occupational Health and Safety by

- Establishing incident free work environment;
 - Minimising wastage to prevent natural resources;
 - Encouraging innovation for prevention of pollution, injury and ill health;
 - Complying with all applicable legal, statutory & regulatory and other required related to Environmental Occupational Health and Safety;
 - Ensuring proper disposal of waste/ pollutant/ to minimise impact on environment and risk to employees;
 - Continually improving the environmental Occupational Health and Safety performance.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Failure Modes and Effects Analysis (FMEA) model
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
- Yes through Internal Audits, Safety Audits
- 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 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.2	1.7
	Workers		
Total recordable work-related injuries	Employees	33	16
	Workers		
No. of fatalities	Employees	Nil	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers		

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

SAFETY MEASURES:

Safety has been a core value and always is the top priority in the company. The Company has structured safety organization for monitoring, implementing and taking corrective actions for safety improvements. All the legal requirements as per the Factories Act 1948 for safety has been complied.

The Company has taken the following safety measures during the financial year.

- Introduced EHS (Environmental Health And Safety) ERP Online software tool for upgrading and

improve the safety culture from the present safety system for analysing and creating better safe working environment;

2. Safety measures are taken to ensure safety as follows:
 - a. Safety Walk through
 - b. Safety Inspection
 - c. Behavioural Observation
 - d. Incident Investigation and analysis
 - e. HIRA (Hazard Identification and Risk Assessment)
 - f. Internal Audit
 - g. Compliance on Statutory Requirements
 - h. 5S monitoring
 - i. Motivating employees to participate various continual improvement activities,
 - j. Kaizen competition, Quiz competitions, Internal Sports competitions, Safety
 - k. Committee meetings for employee engagement.
 - l. Poka yoke Methods to prevent incidents in the machine
3. Emergency escape route plan updated and fixed at all the plants;
4. New Fire hydrant system installation work preparation under progress. Fire Drill conducted as per the norms in every two months once to all the departments;
5. New Admin Building smoke sensor, MCP, Emergency lighting system work completed;
6. Smoke sensor and FM-200 Fire extinguish system for all UPS storage rooms has been installed and smoke sensor panel fixed in emergency control center.
7. Conducted periodic mock drill and Fire drill training as per the requirement.
8. PPE's provided for all the hazardous work and regular monitoring for the compliance to ensure zero accident.
9. Hygiene monitoring Conducting monthly basis for Noise level, Lux level, Air monitoring - (O2, CH4, H2S, CO) & (CO2, Temperature, Humidity) and fire Extinguisher all units in every department.
10. Cold work, Hot work, Elevated work, Excavation work, Confined space entry work permits and LOTO system Introduced to all types of Non-routine activities to ensure ZERO accident.
11. All unsafe Act & Conditions monitored and CAPA closed as per the time line.

13. Number of Complaints on the Working Conditions and Health & Safety made by employees and workers:
Nil

14. Assessments for the year:

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

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

The Company has been making continual improvement activities based on the risk value which are on progress.

Leadership Indicators

- 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).

The Company has provided compensation of 18 months salary, Educational fees for 2 children upto Higher Secondary education, Family Health insurance for 3 years only to the employees' family who lost their lives due to COVID.

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

The Company will make a due diligence check on periodical basis which includes ensuring compliance for various applicable laws of value chain partners and defaults in Statutory dues if any.

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

Nil

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

No

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% Supplier Evaluation
Working Conditions	100% Supplier Evaluation

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable. No such significant risks had occurred during the year.

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

Essential Indicator

- Describe the processes for identifying key stakeholder groups of the entity

The Company has identified all the individuals, organisations and Institutions who are associated with the Company as its Stakeholders.

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

Stakeholder Group	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
Suppliers, Service Providers	Email, Meetings, Phone calls, Websites	Regularly	Business/Project related
Customers	Email, Meetings, Websites, Phone calls, Social Media	Regularly	Business/Project related

Contd..

Investors	Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/Investor Calls, Annual General Meetings, Stock Exchange intimations.	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance practices
Creditors	Emails, Phone Calls, Meetings	Annually/Half yearly/ Quarterly/ Event basis	Banking/Credit facilities
Employees	Email, Phone calls, SMS, Meetings, Notice Board, ERP system.	Regularly	Day to day activities / Conduct of business
Regulatory Bodies	Emails, Meetings, Submission forms / returns / intimations/ letters etc.	Annually/Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws
Auditors	Emails, Meetings, Phone Calls,	Annually/Half yearly/ Quarterly/ Event basis	Audit purposes
Local Community	Newspaper advertisements/ Physical Meetings / Reviews/Assessments	Event basis	CSR Programmes and other initiatives

Vulnerable & Marginalized Group stakeholders are identified based on the applicability criteria.

Leadership Indicators

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

Consultation with the Stakeholders are being submitted by the internal team to the Board of Directors and the Board is made aware of all the initiatives, targets and projects on ESG.

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

The Company believes that the consultation from Stakeholders and implementation of the same will be carried out and continuous improvement of the policies will be made accordingly.

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

Nil

PRINCIPLE 5 - Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers Covered (D)	% (D / C)
Employees						
Permanent	721	721	100%	625	625	100%
Other than permanent	21	21	100%	20	20	100%
Total Employees	742	742	100%	645	645	100%
Workers						
Permanent	1337	1337	100%	1364	1364	100%
Other than permanent	647	647	100%	568	568	100%
Total Workers	1984	1984	100%	1932	1932	100%

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

Category	FY 2021-22				Total (D)	FY 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											
Male	699			699	100%	613			613	100%	
Female	22			22	100%	12			22	100%	
Other than Permanent											
Male	21			21	100%	20			20	100%	
Female	-			-	-	-			-	-	
Workers											
Permanent											
Male	1337			1337	100%	1364			1364	100%	
Female	-			-	-	-			-	-	
Other than Permanent											
Male	647			647	100%	568			568	100%	
Female	-			-	-	-			-	-	

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

(₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	6	1	6
Key Managerial Personnel	5	68	-	N.A.
Employees other than BoD and KMP	569	8	9	5
Workers	1263	4	-	N.A.

Note: Considered only employees who were employed during the entire financial year

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

Yes

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

Complaints Committee is constituted. The Board of Directors will periodically review the grievances received, pending and resolved during the quarter/year and the Employees are conveyed about the internal mechanisms in place to address human rights issues at the time of Induction training program.

6. Number of Complaints made by employees and workers on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues.

Nil

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

An appropriate complaint mechanism in the form of “Complaints Committee” has been created in the Company for time-bound redressal of the complaint made by the victim.

8. Do human rights requirements form part of your business agreements and contracts?

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 %
Others – please specify	-

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

No significant risks / concerns arose.

Leadership Indicators

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

No

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

Nil

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	Nil
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable.

PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment**Essential Indicators**

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

Parameter	FY 2021-22	FY 2020-21
Total electricity consumption (A)	7,04,05,155	4,63,79,740
Total fuel consumption (B)	27,70,452	24,54,632
Energy consumption through other sources (C)	3,01,96,492	3,20,86,844
Total energy consumption (A+B+C)	10,33,72,099	8,09,20,946
Energy intensity per rupee of Turnover (Total energy consumption/ turnover in rupees)	₹4.70 per thousand turnover	₹5.23 per thousand turnover

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

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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	5912	7349
(iii) Third party water	62576	57613
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	68488	64962
Total volume of water consumption (in kilolitres)	68358	64845
Water intensity per rupee of turnover (Water consumed / turnover)	₹ 0.31 per Lakh turnover	₹0.42 per Lakh turnover

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

Yes. The Company has Effluent treatment plants (ETP) of 42 KLD Capacity to purify waste water for its reuse.

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

Parameter	Please specify unit	FY 2021-22	FY 2020-21
NOx	µg/m ³	14.5	13.2
SOx	µg/m ³	7.4	7.1
Particulate matter (PM)	µg/m ³	12.5	12.3
Persistent organic pollutants (POP)	µg/m ³	<0.1	<0.1
Volatile organic compounds (VOC)	µg/m ³	Not Detected	Not Detected
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others—please specify		Nil	

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Nil

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

No

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2021-22	FY 2020-21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	1042 Kg	975 Kg
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	-	-
Battery waste (E)	Recycled	Recycled
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Used oil, Oil soaked cotton waste, Paint sludge, Phosphate sludge, Grinding sludge & ETP Sludge	-
Other Non-hazardous waste generated (H)	Metal burr (Cast iron + Aluminium scrap)	-
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	ETP & STP -8400 KD	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
	Used Cotton, ETP Paint, Phosphate, Oil waste, Waste sludge	
(i) Incineration	2960 Kg	-
(ii) Landfilling	2625 kg	2170 Kg
(iii) Other disposal operations	Recycling	

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.

Operational Control Procedures (OCPs) are available for each type of waste categories

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.

Not applicable

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

Not applicable. The Company's units are not located in Eco-logically sensitive areas.

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.

The Company has complied with all the applicable environmental law/ regulations/ guidelines in India

Leadership Indicators

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

Parameter	FY 2021-22	FY 2020-21
From renewable sources		
Total electricity consumption (A)	88,71,362	1,56,20,802
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	88,71,362	1,56,20,802
From non-renewable sources		
Total electricity consumption (D)	9,17,30,285	6,28,45,512
Total fuel consumption (E)	27,70,452	24,54,632
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	10,33,72,099	8,09,20,946

2. Provide the following details related to water discharged:

Parameter	FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment	-	-

- With treatment – please specify level of treatment	RO – 18000 KL	RO – 16200 KL
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		-
(iv) in to the third-party Water		
- No treatment	-	-
- With treatment – please specify level of treatment	ETP 23,400 KL	ETP – 12600 KL
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		-
Total water discharged (in kilolitres)	41,400 KL	28,800 KL

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

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

- (i) Name of the area: LPDC, HPDC, Heat Treatment & Induction Hardening
- (ii) Nature of operations: Cooling Tower
- (iii) Water withdrawal, consumption and discharge in the following format: Please refer table in Essential Indicators

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

No such requirements

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

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

The Company has taken initiatives like OCP, EMP, Tree Plantation and Water reservoir. Please refer the Company website for further details.

7. Does the entity have a business continuity and disaster management plan?

Emergency Response plan

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Nil

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil

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

Essential Indicators

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

16

- 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.

The following are the list of trade and industry chambers/ associations in which the entity is a member:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo-German Chamber of Commerce	India & Germany
2	The Institute of Indian Foundrymen	
3	Indian Management Association	
4	Indian Machine Tool Manufacturing Association	
5	Confederation of Indian Industry	
6	National Safety Council of India	National
7	Aluminium Caster Association of India	
8	Tool and Gauge Manufacturers Association (Tagma)	
9	GDC Tech	
10	Indian Machine Tool Manufacturer Association -IMTMA	
11	The Southern India Engineering Manufactures Association (SIEMA)	South India
12	The Coimbatore Productivity Council	
13	Industrial Waste management Association	State
14	Tamilnadu Waste Management Association	
15	Co-India	Coimbatore

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

Not Applicable. The Company has not received any adverse orders from regulatory authorities.

Leadership Indicators

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

The Company through the Industry Associations and Chambers of Commerce at National, State and Local levels works to advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The Company has not undertaken Social Impact Assessments.

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

Not Applicable

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

The Company has internal grievance redressal mechanism in place to address the grievance raised by the stakeholders. The Board reviews the status of the grievance raised, pending, disposed during every quarter

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

	FY 2021-22	FY2020-21
Directly sourced from MSMEs/ small producers	7%	5%
Sourced directly from within the district and neighbouring districts	The Company has its plants at various districts. Materials are sourced from within the district and neighbouring districts for the concerned plants to the extent possible.	

Leadership Indicators

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

Not Applicable

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

The Company has spent an amount of ₹224 Lakhs during FY 2021-22 towards CSR Projects identified at the local areas of the location of Company's plants/units.

- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

No

- From which marginalized /vulnerable groups do you procure?

Not Applicable

- What percentage of total procurement (by value) does it constitute?

Not Applicable

- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Nil

- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Setting up of Modular Oxygen system , Coimbatore - ESI Hospital	Oxygen supply to 20 beds	
2	Tamil Nadu State Disaster Management Authority	Many	
3	Donated bed, bedspread and pillow to Covid 19 set up at Tamil Nadu Engineering College, Karumathampatti	Patients admitted because of COVID 19	
4	Donated cots to Covid 19 set up at Arasur village	All those who have admitted for COVID 19	
5	Donated cots to Covid 19 set up at Kaniyur village	All those who have admitted for COVID 19	
6	Distribution of grocery items to the frontline workers & village people during Covid 19 lockdown	Hundreds	
7	Donated to The District Collector, CSR Funds towards vaccination of common / underprivileged people against Corona disease	1000	
8	Amount was spent to level the land, fencing, borewell digging, drip irrigation and plantation of trees.	People in and around Sangothipalayam village	
9	Promoting Road safety education / awareness and promoting preventive health care to Govt. and Corporation schools	In thousands	
10.	Productivity week / conclave programs to be conducted by The Coimbatore Productivity Council	100 Approx.	
11	Construction of One Classroom of 30x20 feet along with the electrical fittings	255 Students	
12	Construction of Two Toilets with complete toilets fittings and Construction of one basketball court in the school premises 75 X 40 feet with PCC flooring	154 Students	
13	Construction of cement concrete wash basin with 6 nos of tap and water outlet soak pit and White wash of the Boundary wall	180 Approx	
14	White wash of three storey building with minor repair work.	800 Approx	
15	Eye check up / eye surgery / spectacles for needy people, preventive medical assistance.	171	
16	Construction of class room, Pimple Jagtap, Pune	87 students	
17	Distribution of grocery items to the village people during Covid 19 lockdown	50	
18	Contribution towards Setting up of IDEA Lab	College students	
19	Fixing up of hand wash basin facilities.	5250 Students	
20	Donated grocery items during Chennai flood	Affected people	
21	Construction of community hall and hand pump for water arrangement in Bikanipur and Padampur village	Village people	
22	Construction of class room for Palwadi school in Sangothipalayam village	Children around sangothipalayam village	
23	Amount was spent to level the land, fencing, borewell digging, drip irrigation and plantation of trees.	People in and around Sellappampalayam village	
24	Donated cot,bed, bed sheet, pillow, pillow cover and blanket to Urban Primary Health Centre, Ganapathy, Coimbatore	Many patients admitted in the PHC	
25	Construction of school building in Govt Middle school, Mambakkam, Sriperumbudur, Chennai	145 students	

Beneficiaries of the CSR projects also includes vulnerable and marginalized groups

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback
Customer Monitoring Tracking System is available and Customer can make service complaints through the customer monitoring tracking system. The Company is continuously surveil the complaints and take appropriate action within the target time internally fixed by the Company.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
Packing materials contains information about Environmental and social parameters. Industrial & Engineering products such as SPM, Storage products and material handling products carry information about the Safe and responsible usage. Details on Recycling and safe disposal is mentioned in the product manual and recycling symbols are also displayed in the products.
3. Number of consumer complaints in respect of Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, unfair Trade Practices and other.
Nil
4. Details of instances of product recalls on account of safety issues.
Nil
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?
Yes. Web-link: : <https://www.craftsmanautomation.com/investors/>
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.
Not Applicable

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
<https://www.craftsmanautomation.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.
Product Manual consists of safety and usage procedures about products.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Service complaints are communicated through mail.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Yes. After the installation of the every product, customer feedback form and customer satisfactory survey form are received for understanding the customers satisfaction. For low scores, the Company has taken action on priority basis.
The Company's plants are strategically located near the key customers for their satisfaction.
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact
Nil
 - b. Percentage of data breaches involving personally identifiable information of customers
Nil