



May 18, 2024

BSE Limited  
Listing Department,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400 001

National Stock Exchange of India Limited  
Listing Department,  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G Block,  
Bandra Kurla Complex,  
Bandra (East), Mumbai-400 051

**Scrip Code : 500150**

**Scrip code : FOSECOIND**

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Dear Sirs,

**Sub: BRSR of the Company for the year ended 31 December 2023**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the year ended 31 December 2023.

Kindly take the said report on record.

Thanking you,

Yours faithfully,

**For FOSECO INDIA LIMITED**

**Mahendra Kumar Dutia**  
**Controller of Accounts and Company Secretary**

Enclosing: As above

# Business Responsibility and Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24294PN1958PLC011052
2	Name of the Listed Entity	FOSECO INDIA LIMITED
3	Year of incorporation	1958
4	Registered office address	Foseco India Limited, Gat Nos. 922 and 923, Sanaswadi, Shirur Taluka, District Pune- 412208, Maharashtra, India
5	Corporate address	Foseco India Limited, Gat Nos. 922 and 923, Sanaswadi, Shirur Taluka, District Pune- 412208, Maharashtra, India
6	E-mail	<a href="mailto:investor.grievance@vesuvius.com">investor.grievance@vesuvius.com</a>
7	Telephone	02137 – 668100
8	Website	<a href="http://www.fosecoindia.com">www.fosecoindia.com</a>
9	Financial year for which reporting is being done	Financial Year (01 <sup>st</sup> January 2023 to 31 <sup>st</sup> December 2023)
10	Name of the Stock Exchange(s) where shares are Listed	1. BSE Limited 2. National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs. 638.65 Lakhs
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. Mahendra Kumar Dutia, LL: 02137-668100, <a href="mailto:investor.grievance@vesuvius.com">investor.grievance@vesuvius.com</a>
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	The disclosures under this report are made on standalone basis.

### II. Products/services

#### 14 Details of Business/Activities (accounting for 90% of the turnover)

SN	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

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

SN	Product/Service	NIC Code	% of total Turnover Contributed
1	Manufacturer of Foundry Chemicals & Fluxes	202	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	0	2
International	0	0	0

**17 Markets served by the entity:****A. Number of locations**

Locations	Number
National (No. of States)	21
International (No. of Countries)	8

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

5.79%

**C. A brief on types of customers**

Foseco India Limited is a leader in industry and primarily caters to the requirements of ferrous and non-ferrous foundries. The foundries in turn supply castings to various segments like Automotive, Tractors, General Engineering, Valves, Power, Railways, etc.

**IV. Employees****18 Details as at the end of Financial Year:****A. Employees and workers (including differently abled):**

SN	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	132	122	92%	10	8%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	132	122	92%	10	8%
<b>WORKERS</b>						
4	Permanent (F)	88	88	100%	0	0%
5	Other than Permanent (G)	95	95	100%	0	0%
6	Total workers (F + G)	183	183	100%	0	0%

**B. Differently abled Employees and workers:**

SN	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Differently abled employees	0	0	0	0	0
<b>WORKERS</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Differently abled workers (F + G)	0	0	0	0	0

**19 Participation/Inclusion/Representation of women**

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	2	33%
Key Management Personnel	3	0	0%

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

Particulars	FY 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	8%	2%	10%	13%	0%	13%	16%	120%
Permanent Workers	1%	0%	1%	1%	0%	1%	2%	0%	2%

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

**21 A. Names of holding / subsidiary / associate companies / joint ventures**

SN	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	Foseco Overseas Limited	Holding Company	Foseco Overseas Limited holds 58% of the total paid up share capital of Foseco India Limited.	No

**VI. CSR Details**

**22 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:**

Yes, CSR is applicable as per section 135 of Companies Act, 2013

**(ii) Turnover (For the year ended 31/12/2023 (in Rs)) :**

Rs. 47,741 Lakhs

**(iii) Net Worth (As on 31/12/2023) :**

Rs. 28,661 Lakhs

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 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
<b>Communities</b>	HR function handles the grievances of the local communities for redressal.	-	-	-	-	-	-
<b>Investors (other than shareholders)</b>	NA	-	-	-	-	-	-
<b>Shareholders</b>	Complaints are addressed by the shareholders to the Company's (Register and Transfer Agent) RTA. If the complaints are not resolved by the RTA within a given time, then the shareholders escalate it to the Company at its dedicated E-Mail ID <a href="mailto:investor.grievance@vesuvius.com">investor.grievance@vesuvius.com</a> for resolution	5	-	-	11	1	-
<b>Employees and workers</b>	Foseco India has a speak up policy in line with the Vesuvius Group policy which has been communicated to the employees. Walk-In Managers are appointed to support the complainant where issues are raised locally under the requirement of the said policy. The walk in managers details has been communicated to the employees in various forums. Complaints can be reported to the following persons through the independent speak up helpline by the web or phone-call mode:	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 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
<b>Customers</b>	<p>1. To the line manager or the next senior manager; or</p> <p>2. Senior management; or</p> <p>3. A member of the Global Compliance or Legal team Through the independent speak up helpline (web or phone)</p> <p>The Company uses the global Vesuvius database for logging complaints from existing customers. Customers can lodge complaints to key Account Managers and complaints are resolved in time bound manner on priority basis as per the nature of complaints.</p>	93	2	Awaiting customer's approval for the fresh trials	78	0	-
<b>Others (Please specify)</b>	NA	-	-	-	-	-	-

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

SN	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	Health, safety, and environment	Risk	<p>1. Non-compliance with safety and environmental concerns by employees</p> <p>2. Non-awareness of hazardous nature of chemicals</p>	<p>1. SWIs (Safety Work Instructions) are defined, implemented and periodically audited. Lagging and leading indicators are being tracked as per the robust process. Additionally, employee safety audits are carried out.</p> <p>2. Awareness created through trainings. MSDS (Material Safety Data Sheet) available at place of use</p>	Negative
2	Innovation	Opportunity	1. New Business opportunities with sharp focus on sustainability	<p>1. Information sharing with customers on innovations</p> <p>2. Marketing of products with differentiated benefits.</p>	Positive
3	Sustained performance & quality	Risk	2. Customer dissatisfaction or loss due to unfulfilled expectations	1. Handling of CCARS (Customer Corrective Action Request) with 8D Approach (Practical Problem-Solving Methodology for identifying root cause and implementing corrective actions).	Negative

SN	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Disaster recovery	Risk	1. Business interruption due to natural calamities like earthquakes, cyclones, floods etc.	1. Supply disruptions managed through supplying from alternate sources including global sources. Financial losses to assets mitigated through insurance.	Negative
5	Data Security, Privacy and Cyber Security	Risk	1. Risk of confidential data leakage via cyber-attack, USB drives/flash drives  2. Exposure of Company data because of work from home and	1. All USB access and drives are restricted by IT support  1. Restricted data access, data transfer control and data encryption to mitigate associated risk. 2. Security Awareness Program and Security Risk Assessment done continuously. 3. Information Security Governance with Security Policy on Password is in place.	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.

### P Principle Wise Performance Disclosures.

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes	Ethics Transparent and Accountable	Goods & Services in Sustainable and Safe manner	Well-being of all Employees	Responsible to all stakeholders	Respect for Human Rights	Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
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	Y*	Y	Y
B. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y*	Y	Y
C. Web Link of the Policies, if available	The Corporate policies of the Company can be viewed at weblink- <a href="https://fosecoindia.com/Policies.aspx">https://fosecoindia.com/Policies.aspx</a> .								
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)	Y	N	Y	N	Y	N	N	N	N

\* The Policy on Public Advocacy is contained in the Code of conduct of the Company that has been approved by the Board.

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.	<ol style="list-style-type: none"> <li>Quality Management System (QMS ISO 9001:2015).</li> <li>Environmental Management System (EMS 14001:2015).</li> <li>Occupational Health and Safety Management System (OHSMS ISO 45001:2018) All the above ISO Certifications are assessed by Lloyd's Register Group Limited.</li> </ol>
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Company has set its targets on environmental footprint reduction in terms of CO<sub>2</sub>, Solid Waste and Wastewater reduction.</p> <ol style="list-style-type: none"> <li><b>CO<sub>2</sub>: We have a target of becoming Net Zero Carbon by 2050.</b> In alignment with this long-term target we have Short-term, Mid-term and Long-term goals. Short term: Reduction by 20% of CO<sub>2</sub> emissions by 2025 over 2019 baseline.</li> <li><b>Solid waste</b> Reduction of 25% relative solid waste by 2025 over 2019.</li> <li><b>Recycled Raw materials.</b> Ensuring the percentage of recycled raw materials over raw materials above 7% by 2025 over 2019.</li> <li><b>Waste-water generation</b> Reduction of 25% relative wastewater by 2025 over 2019.</li> </ol>

**6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

All the Sustainability KPI's are met in line with internal targets for 2023

- 1) Reduced 52% of Overall CO<sub>2</sub> emissions against target of 20% by 2025.
    - By green energy certification and Scope 1 reduction projects.
  - 2) Reduction in Solid waste: 74% over 2019 in 2023
  - 3) Use of Recycled raw materials are at 12.7% of total raw materials consumed in 2019
- The waste-water KPI is exempted as the waste water is treated in ETP followed by Reverse Osmosis and Ultra filtration and reused for green belt development. Part of treated waste-water is also recycled back into process hence the waste water generation is nullified.

**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)**

Foseco India strives to achieve the highest standards of Health, Safety and Environment (HSE) practices, having adopted an Integrated (Quality, Health, Safety and Environment) Management System (IMS) accredited to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The Company has well established HSE standards and monitoring processes for each of its operations. Every employee is required to conduct safety audits and suggest safety improvement opportunities. These improvement opportunities are reviewed by HSE team members and wherever feasible these are implemented in the safety culture journey. It also runs continuous improvement programs for employees' health and safety. To increase HSE awareness amongst employees, Foseco India regularly conducts internal competitions and participates in competitions organized by trade bodies. The Company has launched sustainability drive with defined targets to reduce its environmental footprint in terms of CO<sub>2</sub>, Energy, Solid waste and waste water. The Company has invested in its own green energy source, a solar power project in Pune, with a capacity of 565 KWP. The Company has implemented specific measures to reduce its CO<sub>2</sub> emissions, in terms of energy efficiency and neutralization of secondary energy through green energy contracts.

The Company has constantly been emphasizing on optimization of energy consumption in every possible area of its manufacturing facilities. Various avenues are being explored at periodic intervals and after careful analysis and planning, several measures are being initiated to minimize the consumption of energy.

During the year, the following measures were adopted for conservation and optimum utilization of energy:

- Introduction of energy efficient vacuum pumps controlled by microprocessor and VFD.
- Upgradation of conventional motors in utilities with energy efficient motors.
- Eliminated heating process by utilization of reaction exotherm.
- Introduced skylight roof sheets for daylight harvesting
- Introduced motion sensors in office restroom and cafeteria
- Optimization of compressor utility based on the load distribution
- Equipment upgradation with energy efficient accessories.
- Upgradation of lighting system to energy efficient LEDs.
- Thermal insulation coating in ovens for conservation.

**8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. Prasad Chavare (DIN 08846863)  
Designation - MD & CEO  
E-mail ID: [prasad.chavare@vesuvius.com](mailto:prasad.chavare@vesuvius.com)

**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.**

The Business Responsibility performance is reviewed by the Board of Directors on an annual basis. During the year under review, the CSR Committee met one time, while the Stakeholders Relationship Committee of Directors met four times respectively, to take review and assess the Company's performance in terms of Business Responsibility. The Board reviews these aspects as well.



**10 Details of Review of National Guidelines on Responsible Business Conduct (NGRBCs) by the Company:**

Subject for Review	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee				Frequency (Annually/ Half Annually / Quarterly/ Any Other - Please specify)				
<b>Performance against above policies and follow up action</b>	Business Responsibility Policies of the Company are reviewed periodically or on need basis by Senior Leadership Team including Managing Director and Chief Executive Officer. During the evaluation effective implementation of policies are assessed, the necessary changes to the policies are reviewed and implemented.								
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	The Company is in compliance with all existing laws and regulations and in case of delay in compliances, the concerned Committee reviews the prevalent issues and take remedial action at earliest. As a preventive control, Company has implementing Legatrix, a legal compliance tool, that assist in fulfilling all the statutory requirements in a timely manner.								
<b>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.</b>	Yes, the policies on Quality, Health, Safety and Environment are subject to internal audits, external audits, and ongoing periodic ISO assessments. The ISO assessments are done by Lloyd's Register Group Limited. The legal and compliance audits in this area was conducted by independent third party.								
<b>12 If answer to question (1) above is "NO" i.e., not all principles are covered by the policy, reasons to be stated:</b>	Not applicable as all principles are covered by respective policies								

**Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable****Essential Indicators****1 Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	4	1. Strategic and regulatory updates for Health, Safety and Environmental Plans 2. Updates on upgradation of manufacturing facilities 3. Update on legal compliance matrix, pending legal cases, any other pending issues	100%
<b>Key Managerial Personnel</b>	4	1. Strategic and regulatory updates for Health, Safety and Environmental Plans 2. Updates on upgradation of manufacturing facilities 3. Update on legal compliance matrix, pending legal cases, any other pending issues.	100%
<b>Employees other than BOD and KMPs</b>	15	1. POSH Training 2. Health, Safety and Environment Training3.	100%
<b>Workers</b>	28 Training and 35 awareness sessions conducted	1. POSH Training 2. Health, Safety and Environment Training3.	100%

- 2 Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format** (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

<b>Monetary</b>					
<b>Particulars</b>	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
<b>Penalty/Fine</b>	The Company/Directors/KMP was not liable to pay any fines or penalties or any punishment/				
<b>Settlement</b>	award/ compounding fees/ settlement was arrived at with any regulators/ law enforcement				
<b>Compounding Fee</b>	agencies/ judicial institutions, in the financial year.				
<b>Non – Monetary</b>					
<b>Particulars</b>	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
<b>Imprisonment</b>	The Company/Directors/KMP was not liable for any non- monetary actions by any regulators/ law				
<b>Punishment</b>	enforcement agencies/ judicial institutions, in the financial year.				

- 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.**

<b>Case Details</b>	<b>Name of the regulatory/enforcement agencies/judicial institutions</b>
There was no liability of the Company/ Directors/ KMP in the financial year and thus, there was no appeal nor revision in cases where monetary or non-monetary action has been appealed	

- 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.**

The Company follows the Anti-Bribery and Corruption Policy (ABC Policy) framed by its Group Parent Company – Vesuvius plc. Vesuvius has a zero-tolerance approach to bribery and corruption. It is committed to the prevention, detection and investigation of all forms of bribery originating from the organisation or from third parties representing or associated with it. The policy for preventing bribery and corruption is the same around the world and the Company has taken the decision to hold itself up to the highest standards. The Anti-Bribery and Corruption Policy can be accessed at: <https://www.vesuvius.com/en/supplier-portal/antibribery.html>

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

<b>Particulars</b>	<b>FY 2023</b>	<b>FY 2022</b>
<b>Directors</b>		
<b>KMP's</b>	No disciplinary action was taken by any law enforcement agency for the charges	
<b>Employees</b>	of bribery/ corruption against any Directors/KMPs/employees/workers.	
<b>Workers</b>		

**6 Details of complaints with regard to conflict of interest**

Particulars	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of Conflict of Interest of the Directors</b>	0	No complaint regarding conflicts of interest	0	No complaint regarding conflicts of interest
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMP's</b>	0	No complaint regarding conflicts of interest	0	No complaint regarding conflicts of interest

**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.**

There were no cases of corruption and/or conflicts of interest.

**Leadership Indicators****1 Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Foseco India believes in influencing its value chain partners for proactively taking initiative in the responsible and sustainable business conduct. These is ensured through communication with the value chain partners. However, no formalized awareness programmes was conducted for value chain partners.		

**2 Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same**

Yes, Foseco India Limited has process in place to avoid/ manage conflict of interest involving members of the board. Compliance with Company policies includes the following:-

- During the term, the Director will comply with the Code of Conduct & Ethics, the Code for Prevention of Insider Trading and the Anti-Bribery policies adopted by the Company and such other policies / requirements as the Board of Directors may from time to time devise / specify.
- Unless specifically authorised by the Company, the Director shall not disclose Company and business information to external constituents such as the media, the financial community, employees etc.
- He / She will keep confidential all information received by him / her with regard to the Company and its holding and affiliate companies. This duty of confidentiality will continue to apply even after he / she has ceased to be a Director of the Company.

The weblink of code of conduct policy is as follows: <https://fosecoindia.com/Policies.aspx>

**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.**

Particulars	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	6%	28%	Insta Project- Supply of Machines for instant mixing of premix in powders with water at customers: Reduction in scope 3 CO2 emission, Reduction in hazardous waste generation at the customer end, Reduction in packaging material causing resource conservation.
Capex	14%	12%	<p><b>2023 Operations :</b></p> <ol style="list-style-type: none"> <li>1) Process Cooling towers water line modification: water conservation</li> <li>2) UHM &amp; PSM Upgradation: Energy Conservation</li> <li>3) Heat insulation replacement &amp; thermal coating in ovens: energy and emissions reduction</li> <li>4) Kiln thermal coating: energy and emissions reduction</li> </ol> <p>Battery Bank replacement: energy conservation Battery operated stacker: emissions reduction water ring vacuum pumps: water and energy conservation Dishwasher in canteen : water conservation Roof sheets and skylight sheets : energy conservation Recirculation water tank : Water Conservation DG retrofitting: Emissions reduction Energy Management System : Energy Monitoring</p> <p><b>2022 Operations :</b></p> <ol style="list-style-type: none"> <li>1) Replacement of reactor cooling coil for energy efficiency and CO2 Reduction.</li> <li>2) Introduced lamella clarification and settling tank for recycling of slurry in reducing hazardous waste and resource conservation.</li> <li>3) Installed Roof top solar power project : Green energy generation and Reduction in Scope 2 Emission</li> <li>4) Introduced IE3 Motor for energy efficiency and CO2 emission Reduction</li> </ol>

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

Currently the group's sustainable sourcing guidelines are followed by Foseco India Limited.

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

Not Applicable

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

Currently none of the products are being reclaimed for reusing, recycling and disposing at the end of life.

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

On the evaluation of nature and conduct of business, Extended Producer Responsibility (EPR) is not applicable.

**Leadership Indicators**

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The Company is currently not performing Life Cycle Assessments for its products. However, discussions regarding the same has been initiated.

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

Name of Product / Service	Description of the risk / Concern	Action Taken
	Nil	

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

Indicate input material	Recycled or re-used input material to total Material	
	FY 2023	FY 2022
Recycled or Reused input material	12.70%	8.58%

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

Particulars	FY 2023			FY 2022		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste	Currently none of the products are being reclaimed for reusing, recycling and disposing at the end of life.					
Hazardous Waste						
Other Waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	No instances of reclaimed products during the financial years 2022 and 2023.

**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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	122	122	100%	122	100%	NA	NA	122	100%	0	0%
Female	10	10	100%	10	100%	10	100%	NA	NA	0	0%
<b>Total</b>	<b>132</b>	<b>132</b>	<b>100%</b>	<b>132</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>122</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**Other Than Permanent employees**

Male

Female

There are no other than permanent employees in the Company.

**Total**

\*The Paternity Policy is applicable to all permanent employees and effective March 01, 2022

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
<b>Permanent workers</b>											
Male	88	88	100%	88	100%	NA	NA	88	100%	0	0
Female	0	0	100%	0	100%	0	0%	NA	NA	0	0
<b>Total</b>	<b>88</b>	<b>88</b>	<b>100%</b>	<b>88</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>88</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Other Than Permanent workers</b>											
Male	95	0	0%	0	100%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
<b>Total</b>	<b>95</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

Other than Permanent Workers are covered under WC Policy.

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

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	NA	NA	NA	NA	NA	NA
Others – Superannuation	58%	100%	Y	40%	100%	Y

\* All eligible employees and workers are covered under ESI. However currently no ESIC case as per eligibility.

**3 Accessibility of workplaces**

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

Currently PU site is equipped with the same such as ramp for entry at Canteen and Office, Washroom set to support differently abled employees. Currently there are no differently abled employees and workers working in the premises.

**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**

Equal opportunity is covered as a part of Foseco India Code of Conduct. The Code of Conduct is displayed on the Company's webpage at the following link - <https://fosecoindia.com/Policies.aspx>

**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	-	-	-	-
Female	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**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**

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	<p>Yes, there is a grievances redressal mechanism for employees and workers. Townhall meetings are conducted at regular intervals to redress employees grievances. There is Vesuvius Speak up policy which is communicated and Walk-In Managers are there who will support the Compliance team where issues are raised locally. Concerns can be reported-</p> <ol style="list-style-type: none"> <li>To their line manager or another manager</li> <li>To senior management</li> <li>A member of the Compliance or Legal team</li> <li>Through the independent speak up helpline (web or phone) : 000 800 0502 243. All raised concerns are treated confidentially and investigated.</li> </ol> <p>In case any employees have any concerns or receive sensitive reports/ allegations then employees/workers can directly escalate this to the Compliance Director.</p> <p>Also, The POSH (Prevention of Sexual Harassment) committee is set up to address any issues.</p>
<b>Other than Permanent Workers</b>	
<b>Permanent employees</b>	
<b>Other than Permanent employees</b>	

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

Category	FY 2023			FY 2022		
	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)
<b>Total Permanent Employee</b>	132	0	0%	135	0	0%
<b>Male</b>	122	0	0%	127	0	0%
<b>Female</b>	10	0	0%	8	0	0%
<b>Total Permanent Workers</b>	88	58	66%	90	59	66%
<b>Male</b>	88	58	66%	90	59	66%
<b>Female</b>	0	0	0%	0	0	0%

**8 Details of training given to employees and workers:**

Category	FY 2023					FY 2022				
	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)
<b>Employees</b>										
<b>Male</b>	122	68	56%	86	70%	127	127	100%	100	79%
<b>Female</b>	10	3	30%	3	30%	8	8	100%	1	13%
<b>Total</b>	<b>132</b>	<b>71</b>	<b>54%</b>	<b>89</b>	<b>67%</b>	<b>135</b>	<b>135</b>	<b>100%</b>	<b>101</b>	<b>75%</b>
<b>Workers</b>										
<b>Male</b>	88	70	80%	82	93%	90	90	100%	55	61%
<b>Female</b>	0	0	0	0	0%	0	0	0	0	0%
<b>Total</b>	<b>88</b>	<b>70</b>	<b>80%</b>	<b>82</b>	<b>93%</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>55</b>	<b>61%</b>

\*\* covers total employees in different training programs

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

Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
	<b>Employees</b>					
Male	122	122	100%	127	127	100%
Female	10	10	100%	8	8	100%
<b>Total</b>	<b>132</b>	<b>132</b>	<b>100%</b>	<b>135</b>	<b>135</b>	<b>100%</b>
<b>Workers</b>						
Male	88	88	100%	90	90	100%
Female	0	0	0%	0	0	100%
<b>Total</b>	<b>88</b>	<b>88</b>	<b>100%</b>	<b>90</b>	<b>90</b>	<b>100%</b>

**10 Health and safety management system:**

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

Yes, Foseco India Limited is certified for ISO 14001:2015 and ISO 45001:2018 standards. The company has implemented ISO Framework to provide a safe and healthy workplace across the company. This is done to prevent/address work related injury, ill health and continuously improving safety performance to minimize risk. The company also has an occupational health center to address any safety concerns.

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

The company is certified for its environment management system in compliance with ISO 14001:2015 and ISO 45001:2018 standards. Foseco India Limited regularly conducts safety audits. Safety risk assessment is done for preventing any incidents, injuries, and hazards. Detailed Standard Operating Process (SOP) is referred before starting any new activity. Also hazard identification and risk analysis is done at regular intervals on ongoing basis.

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

Yes, the Company encourages all workers to report any work-related hazards in the templates provided to them. Employees have separate database in LOTUS to record safety and work improvement opportunities. In case any incident is reported, appropriate investigation and root cause analysis is done for taking corrective actions.

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

Yes, all employees are covered under the health insurance scheme and the policy benefits also extends to spouse and dependent kids. There is also an accident insurance cover for all employees and workers which provides financial assistance in case of any accidents or. Periodic health check-up, wellness programs are also conducted in the organization. There is also an occupational health center for treatment of any work-related injury. This is accessible to all employees and workers.

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

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil



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

The Company has taken following measures to ensure a safe and healthy work place.

- 1) Provided Safe machines and equipment's (Machines are provided with adequate guarding, safety interlocks and gadgets to prevent human intervention).
- 2) Hazards Identification and risk assessments are carried out for every activity in the organization.
- 3) Risk mitigation measures are implemented with Elimination, Substitution, Engineering and Administration controls.
- 4) Residual risk is kept to a minimum and the residual risk is mitigated with Personal Protection Measures and Administrative controls.
- 5) Health checks are carried out annually for the assessment of occupational health risks.
- 6) Health and Safety Trainings are conducted based on the training need identification.
- 7) All employees are encouraged to conduct safety audits and report improvement opportunities (SIOPA).

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

Particulars	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	No complaints are reported	Nil	Nil	No complaints are reported
Health & Safety	Nil	Nil	No complaints are reported	Nil	Nil	No complaints are reported

**14 Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Pune location has been assessed by competent authority in February 2023 and this assessment is conducted once in two years. The Puducherry location is not required to be assessed by statute. However, in addition to the external agency, comprehensive assessment by independent internal auditors is carried out on an annual basis at 100% locations. Both Pune and Puducherry sites were internally audited during the year 2023 and found satisfactory.
Working Condition	

**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.**

There were no such safety related incidents noticed as the following health and safety practices are put in place-

1. Emergency Control Center established
2. Safety reviews and surprise checks are conducted by internal auditors
3. Safety caution symbols and posters are adequately displayed.

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

Yes, the entity has Group Accident Insurance Policy in the event of any death of employees and workers.

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

There are various internal evaluating teams who analyse the statutory dues of value chain partners and wherever discrepancies are found remedial actions are taken.

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

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023	FY 2022	FY 2023	FY 2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, subject to requirements the company provides short term assignments on specific projects across the organisation.

**5 Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
<b>Health and safety practices</b>	Supplier assessment is a continuous activity carried out by the sourcing team. In addition to Quality and Commercial terms, this assessment touches Health & Safety including General Conditions. Currently, 51% of our suppliers (manufacturers) have been assessed. However, a more in-depth assessment focusing on crucial factors of Health & safety and working conditions is under preparation and will be carried out.
<b>Working Condition</b>	Supplier assessment is a continuous activity carried out by the sourcing team. In addition to Quality and Commercial terms, this assessment touches Health & Safety including General Conditions. Currently, 51% of our suppliers (manufacturers) have been assessed. However, a more in-depth assessment focusing on crucial factors of Health & safety and working conditions is under preparation and will be carried out.

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

The assessment of value chain partners are done by third party and scorecard audit report is generated on the basis of which improvement areas are suggested to address significant risk and concerns.

**Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

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

We at Foseco India Limited believe that sustainability in growth can be attained by identifying and mutually working for and along with the Key stakeholders. The entity can achieve its objective and future defined goals with the assistance from its stakeholders. Thus, the stakeholders are identified on the basis of materiality and influence of their involvement in present or in future on the decisions of the company and on sustainable growth of the company. On this basis key stakeholders identified are Shareholders/Investors, Employees, Customers, Suppliers, Value Chain Partners, Regulatory bodies/ Government, Society/ Community or NGO. The company not only identifies the stakeholders but also tries to protect their interests and considers their views for the betterment of the organization. The policies/ frameworks are in existence to maintain transparency among the stakeholders and build faith and trust among all.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Annual Report, Quarterly Results, Stock Exchange Intimations, Company Website, Stock Exchange Website, Annual General Meetings.	Quarterly	Financial Results, Growth prospects, Dividends.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Town Hall Meetings, Performance Review/Appraisals, Union Meetings, Website, Wellness Initiatives. One-on-One Interactions, Workshops, Employee Trainings.	Ongoing	Receiving Employee Feedback and resolving the issues, Employee Training and Skill Development, Employee Goal Setting and Career Growth.
Customers	No	Customer Plant Visits, Trade Body Memberships, Exhibitions, Conferences and Events, Social Media, Presentations, Brochures, Customer Surveys, Key Account Management	Ongoing	Product Quality, Delivery, After Sales Service, Customer Awareness and Complaint Resolution.
Suppliers/ Vendors	No	1. Supplier and Vendor Meets 2. Policies 3. Supplier Assessments 4. Trade Association Meets/ Seminars	Ongoing	Supply of Material and Services, quality and delivery related concerns, new product development.
Government /Regulators	No	1. Regulatory Audits/Inspections 2. Routine filing of Reports 3. Need based Interactions	Ongoing	Compliance Management, Submissions, Proactive engagement
Communities/ NGO	Yes	1. Community meets, visits and Projects 2. Volunteerism 3. Partnerships with NGO/Trusts	Ongoing	Community Development, Positive Impact on society, Increased Employee Engagement

## 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.

Formal consultation between the Board and the shareholders takes place at the Annual General Meeting of the Company. The queries of the shareholders are suitably addressed by the Chairperson of the Board or by any other person allowed by the Chairperson. The consultation on topics like environment and social matters are delegated to the Managing Director and the functional head of the Company who provide an update to the Board.

### 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

- Employee participation is sought through sustainability workshops and events like World Environment Day. Sustainability projects are discussed with Leadership during shopfloor visits. Industry best practices are exchanged by participation in industry forums and competitions.
- Government notifications are implemented as and when available.
- All new customers and distributors go through a due diligence approval before onboarding. All agreements signed with Distributors or customers include our requirement of their compliance with all relevant national, state or municipal legislation including but not limited to safety, health and environmental legislation.
- On the CSR front, only those activities and projects are undertaken that are environmentally sustainable and socially beneficial, meeting the conditions laid down in the CSR Policy.

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

The entity conducts CSR initiatives, also has diversity and Equality policy which articulates its commitments to vulnerable /marginalized stakeholder groups.

**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 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	132	132	100%	135	135	100%
Other than permanent	0	0	100%	0	0	100%
<b>Total Workers</b>	<b>132</b>	<b>132</b>	<b>100%</b>	<b>135</b>	<b>135</b>	<b>100%</b>
<b>Workers</b>						
Permanent	88	88	100%	90	90	100%
Other than permanent	0	0	100%	0	0	100%
<b>Total Workers</b>	<b>88</b>	<b>88</b>	<b>100%</b>	<b>90</b>	<b>90</b>	<b>100%</b>

\* No formal training conducted during the year for Human rights issues. Guidelines are available as part of global policy for adherence.

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

Category	FY 2023					FY 2022				
	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)
<b>Employees</b>										
Permanent	132	0	0	132	100%	135	0	0%	135	100%
Male	122	0	0	122	100%	127	0	0%	127	100%
Female	10	0	0	10	100%	8	0	0%	8	100%
Other than Permanent	0	0	0%	0	0	0	0	0%	0	0
Male	0	0	0%	0	0	0	0	0%	0	0
Female	0	0	0%	0	0	0	0	0%	0	0
<b>Workers</b>										
Permanent	88	0	0	88	100%	90	0	0%	90	100%
Male	88	0	0	88	100%	90	0	0%	90	100%
Female	0	0	0	0	100%	0	0	0%	0	100%
Other than Permanent	95	0	0	95	100%	135	135	100%	0	0%
Male	95	0	0	95	100%	135	135	100%	0	0%
Female	0	0	0	0	0%	0	0	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in lakh)	Number	Median remuneration/ salary/wages of respective category (in lakh)
BOD	4	Rs 14.25	2	Rs 13.90
KMP	3	Rs 187.85	0	Nil
Employees (Other than BOD/KMP)	119	Rs 14.14	10	Rs 7.01
Workers	88	Rs 7.48	0	Nil

**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 the Company has formulated a mechanism to address human rights issues. To address the concerns pertaining to human rights issues there is a walk in manager to whom employees and managers can raise their grievances/concerns. However, all our Human Resource Policies and initiatives, directly or indirectly promote preservation and promotion of Human Rights.

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

At the Company, employees have several options to report ethics or human rights related issues. Besides being able to reach out to direct managers or HR, employees have the option to anonymously report issues through four separate channels:

- Walk in Manager;
- Online at [vesuvius.ethicspoint.eu](http://vesuvius.ethicspoint.eu);
- Toll-free number 08000502243;
- QR Code

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

Particulars	FY 2023			FY 2022		
	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		1	0	Resolved
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

1. The Company has sexual harassment policy and POSH Committee to address any sexual harassment grievances/complaints in line with the guidelines of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act), 2013.
2. The Company provides protection against discrimination to employees who raises any concerns as per Whistle Blower Policy, where employee raises any information in good faith and does not make any false allegations with malicious intention.

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

Yes, The Company has framed Anti-Sexual Harassment Policy. Relevant part of the said policy is laid in the business agreement or contract which are required to be adhered

**9 Assessments for the year**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The company is extremely diligent in ensuring 100% compliance to all these essential indicators through a robust internal policy framework
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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.**

The organization has not encountered any circumstances where corrective actions were required to be taken in order to address significant risks / concerns arising from the assessments.

## Leadership Indicators

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

As there were no complaints addressed with respect to Human Rights, there was no need felt to modify or develop current business process.

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

Human Rights Due Diligence was not conducted during the reporting period.

### 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?

Currently the premise/office of the entity is accessible to differently abled visitors.

### 4 Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The Company currently doesn't have formalized assessment for value chain partners for the Child labour, Forced/involuntary labour, sexual harassment, Discrimination at work place etc.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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

The organisation has not encountered any circumstances where corrective actions were required to be taken in order to address significant risks / concerns arising from the assessments.

## **Principle 6. Business should respect and make efforts to protect & restore the environment**

### Essential Indicators

#### 1 Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	15,695.30	14,287.60
Total fuel consumption- Liquefied petroleum gas (B)	37,808.40	31,531.97
Energy consumption through other sources Energy Generated through High-Speed Diesel and Light Diesel Oil (C)	2,148.10	1,541.40
<b>Total energy consumption (A+B+C)</b>	<b>55,651.80</b>	<b>47,360.97</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/Crore)	116.57	116.44
Energy intensity per Metric Tons of products packed for shipment.	<b>1.515</b>	<b>1.551</b>

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

#### 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.

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

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

Parameter	FY 2023	FY 2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	47,671	41,009
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	47,671	41,009
<b>Total volume of water consumption (in kilolitres)</b>	47,671	41,009
<b>Water intensity per rupee of turnover (Water consumed / turnover) (KL / Crore)</b>	99.85	100.82
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

Foseco India Limited has strategic wastewater treatment plant, followed by RO (Reverse Osmosis), UF (Ultra Filtration) system and MEE (Multi Effect Evaporators) that ensures that there will be no discharge of industrial wastewater into the environment, and this helps in maximizing water recovery. Also, most of the contaminants are reduced to solid waste. Reusing and recycling of waste water helps increasing the environmental conservation.

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

Parameter	Please specify unit	FY 2023	FY 2022
NOx	mg/Nm <sup>3</sup>	34.78	42.62
Sox	kg/Day	12.14	13.21
Particulate matter (PM)	mg/Nm <sup>3</sup>	42.91	56.31
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) If yes, name of the external agency.**

The entity's air emission independent assessment was carried out by Akanksha analytical & Research Lab.

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

Parameter	Unit	FY 2023	FY 2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,473	2,133
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) This Scope 2 emission are neutralized based on International Renewable Energy Certificates (IREC).	Metric tonnes of CO <sub>2</sub> equivalent	3,092	2,711
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover (MT / Crore)</b>	-	11.66	11.91
<b>Total Scope 1 and Scope 2 per Metric Tons of products packed for shipment</b>	Metric tons of CO <sub>2</sub> equivalent	0.152	0.174

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

- 1) Eliminated external heating process in binders by using reaction exotherm
- 2) Optimization of compressor utility based on the load distribution
- 3) Equipment upgradation with energy efficient accessories
- 4) Introduced Battery operated forklifts.
- 5) Heat Insulation coating done in Ovens for increasing the energy efficiency and CO<sub>2</sub> emissions reduction.
- 6) Enhanced the loading capacity by double & triple stacking of products in Ovens for utilization hence reducing CO<sub>2</sub> emissions.
- 7) Reduced Cycle time in Kiln hence reducing the LPG consumption / metric ton of products packed.
- 8) Introduced skylight roof sheets for daylight harvesting
- 9) Introduced motion sensors in office restroom and cafeteria

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

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	96.322	102.20
E-waste (B)	0.15	0.45
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	27.43	41.14
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	44.79	60.63
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>168.69</b>	<b>204.42</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>	140.57	163.572
<b>Category of waste</b>		
(i) Recycled	140.57	163.572
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>140.57</b>	<b>162.83</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations*	27.43	41.14
<i>*Hazardous Waste is handed over to MPCB authorized Common Hazardous Waste Treatment Storage Disposal Facility (CHWTSDF)</i>		
<b>Total</b>	<b>27.43</b>	<b>41.14</b>

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

**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.**

Foseco India Limited has made waste management a priority by maintaining principles of 3 R (Reduce, Recycle and Reuse). The Company has prepared a flowchart to understand its waste profile and has mapped the waste generation and waste disposal process.



**Management of Hazardous Waste:**

Hazardous waste management is done as per the laws and waste records are maintained for the same. The waste is transported in safe and responsible manner and sent to authorized MPCB recyclers. The waste generated is within the MPCB norms and all other rules and regulations in the location where it operates.

**Management of Non- Hazardous Waste:**

Non- Hazardous waste such as wooden waste, MS scrap, Metal scrap, Paper Bags, Plastic Bags, Garbage are disposed off to authorized recyclers.

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

SN	Location of operations	Types of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The entity has no operations/offices in/around ecologically sensitive areas and hence environmental approval / clearances were not required.

**11. 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
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There were no new projects for which Environment Impact Assessment was required to be carried out during the reporting period.

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

SN	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
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The company follows all applicable environmental law/ regulations/ guidelines. Thus, no fines / penalties / action taken by regulatory authorities.

**Leadership Indicators**

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

Parameter	FY 2023	FY 2022
<b>For Renewable Sources</b>		
Total Electricity Consumption (A)	2863	193
Total Fuel Consumption (B)	Nil	Nil
Energy Consumption through other sources (C)	Nil	Nil
<b>From Non - Renewable Sources</b>		
Total Electricity Consumption (D)	15695.3	14287.6
Total fuel consumption- Liquefied petroleum gas (E)	37808.4	31531.97
Energy consumption through other sources Energy Generated	2148.1	1541.4
<b>Total energy consumed from Non - Renewable Sources</b>	<b>55651.8</b>	<b>47360.97</b>

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

**2 Provide the following details related to water discharged:**

Parameter	FY 2023	FY 2022
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(ii) To Ground Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iii) To Sea Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iv) Sent to third parties</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(v) Others</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>Total Water discharged (in Kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

**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:**

- a. **Name of the area** - Not Applicable
- b. **Nature of operations** - Not Applicable
- c. **Water withdrawal, consumption and discharge in the following format** - Not Applicable

Parameter	FY 2023	FY 2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) To Surface Water	Nil	Nil
(ii) To Ground Water	Nil	Nil
(iii) To Sea Water	Nil	Nil
(iv) Sent to third parties	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of Water withdrawal (in kilolitres)</b>	Nil	Nil
<b>Total volume of Water consumption (in kilolitres)</b>	Nil	Nil
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	Nil	Nil
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	Nil	Nil
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(ii) To Ground Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iii) To Sea Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil

Parameter	FY 2023	FY 2022
<b>(iv) Sent to third parties</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(v) Others</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>Total Water discharged (in Kilolitres)</b>	Nil	Nil

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

Parameter	Unit	FY 2023	FY 2022
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Currently Scope 3 emissions are not considered in the calculation of air emission.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emissions intensity (optional) – the relevant metric may			

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

**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.**

The entity has no operations/offices in/around ecologically sensitive areas and hence impact of the entity on biodiversity is not carried out.

**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:**

SN	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Elimination of heating process in binders	Elimination of external heating process by use of reaction exotherm	Increased energy efficiency and reduced Scope 1 emissions
2	Thermal heat insulation coatings on Ovens	Increased energy efficiency by preventing induction heat loss in oven surface by heat insulation coating	Increased energy efficiency and reduced Scope 1 emissions
3	Day light harvesting	Introduced skylight roof sheets for day light harvesting	Increased energy efficiency and reduced Scope 1 emissions

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

The company has a risk management policy and on-site emergency plan in place for tackling the onsite emergency scenarios. The policy is duly approved by the risk management committee. In case of any potential emergency scenarios, the emergency response team will be triggered by defined means of communication. The site emergency management will be activated depending on the type of emergency raised. The site incident controller will act as defined in the plan and take overall charge of incident management.

**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.**

Currently there is no practice to identify any significant adverse impact to the environment, arising from the value chain of the entity. However, there is sustainable charter at group level.

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

Not Applicable as no assessment for environmental impacts of value chain partners are carried out.

**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.**

Foseco India Limited has two affiliations with trade and industry chambers/associations.

**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.**

SN	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)	State Level
2	Deccan Chamber of Commerce and Industries and Agriculture	State Level

**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
The Company did not find any issues related to anti- competitive conduct from any regulatory authorities. Thus, no corrective action was taken or is underway on any issue related to anti- competitive conduct by the entity.		

**Leadership Indicators**

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

SN	Public Policy Advocated	Method resorted for such advocacy	Whether information available in Public Domain? (Yes/ No)	Frequency of Web Review by Link, If Board available? (Annually/ Half Yearly/ Quarterly/ Others- Please Specify)
The Company keenly participates in putting forward its opinion/ views on various standards or any regulatory developments relevant to the foundry industry. Though, the Company has not advocated any public policy position in the current financial year.				

**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**

Name and Brief Details of the 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
No project was required to be assessed for their impact during the year under any statutory requirement.					

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

SN	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
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Foseco India Limited is primarily engaged in manufacturing of foundry chemicals and fluxes. However, none of its projects are covered under Rehabilitation and Resettlement (R&R) Act, 2013.

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

Foseco India Limited strives for social inclusion and development. The Company has various mechanism to receive and redress the issues, concerns, or grievances of various stakeholders. The CSR Committee undertakes projects which are for the benefit of the communities. HR addresses the grievances of the communities as and when these are brought to them.

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

Particulars	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	0.32%	0.36%
Sourced directly from within the district and neighbouring districts	54%	55%

\* Limit of 200 Kms are considered for considering neighbouring districts.

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
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As mentioned in the Question 1 of Essential Indicator the assessment of social impact is not applicable for any project. Thus, the mitigating action for curbing negative social impact is also not applicable.

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

SN	State	Aspirational District	Amount Spent (in INR)
1	Maharashtra	Pune	83.72 Lakhs

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

There is no separate procurement policy where preference to purchase from suppliers comprising marginalized / vulnerable groups is mentioned or factored.

**(b) From which marginalized /vulnerable groups do you procure?**

NA

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

NA

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

SN	Intellectual Property based on traditional Knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating Benefit Shared.
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During the financial year we have not shared any intellectual properties and thus neither we have derived any benefits from intellectual properties based on traditional knowledge.

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

Name of the Authority	Brief of the case	Corrective Action Taken
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The organization ensures to protect the intellectual rights and properties. Thus, during the financial year the entity did not received any adverse orders from regulatory authorities in intellectual property related disputes.

**6 Details of beneficiaries of CSR Projects:**

SN	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	<b>Biomass Cookstoves:</b> Distributed biomass cookstoves to needy, poor and deserving families in remote, tribal and village areas under the banner "Happy Family Kits". The kit consists of Biomass Cook Stove, Dust Bins, Water Filter, Health and Hygiene Kit etc.	900	100%
2	<b>Anand Ashram School</b> in Talegaon Dhamdhere is a residential school for both boys and girls. The project includes: 1. Repairs to school building and classrooms, 2. Building toilets, 3. Repairs to Boarding facilities for boys and girls, 4. Providing infrastructure as required.	200	100%
3	<b>Educational Scholarship</b> - COEP - Sponsor deserving girl students from Department of Metallurgy, Materials Science and Mechanical studying at College of Engineering Pune Technological University Pune (COEP). Financial support was provided to 6 students in an academic year.	10	100%
4	<b>Jehangir Medical Research Institute</b> -Care for Children with Type1 Diabetes	20	100%
5	<b>The Mother Foundation</b> - Support to Home of the Orphanage that provide food and shelter to orphan children	300	100%
6	<b>Social Service</b> -Support to SNEHALAYA - an Institute for the Handicapped & Cerebral Palsied Children. CSR was provided to cover Education and treatment cost. Foseco India Employees has counsel them and taught new skills.	80	100%

\* The number of persons benefitted from the CSR project are considered on the estimation basis provided by management.

**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.**

The Company has well enabled global Vesuvius database for logging complaints for existing customers. Customers can lodge complaints to key Account Managers and complaints are resolved in time bound manner on the priority basis as well as the nature of complaints.

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

Particulars	As a percentage to total turnover
<b>Environmental and social parameters relevant to the Product</b>	100%
<b>Safe and Responsible Usage</b>	
<b>Recycling and/or Safe Disposal</b>	

\*The MSDS (Product Information circular) is circulated along with product which as Environmental parameters, Safe and Responsible Usage and Recycling and/or Safe Disposal details

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

Particulars	FY 2023 Received during the year	FY 2023 Pending Resolution at end of the year	Remarks	FY 2022 Received during the year	FY 2022 Pending Resolution at end of the year	Remarks
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber- Security	0	0		0	0	
Delivery of Essential Services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	0	0		0	0	

\* Customers can lodge their complaints to Key Account Managers. The grievances are also reviewed with the motive to identify the root cause to take the immediate action and take the initiative for customer satisfaction.

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

Particulars	Number	Reasons for Recall
Voluntary Recalls	0	Nil
Forced Recalls	0	Nil

**5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

The Company's parent organization – Vesuvius, has an adequate framework for maintaining and developing cyber security based on best practices and standards which is being followed by Foseco India. Monitoring of trends and cyber threats is constantly compared with current and multi-year plans supported by appropriate indicators to monitor progress on an ongoing basis. IT Security Strategy and Roadmap is based on ISO 27001 standard and NIST frameworks while the implementation takes place in the area of Preventive, Detective and Corrective controls. Progress has been made in the development of the security monitoring operations. Specialized cybersecurity tools are constantly being introduced and fine-tuned. Great emphasis is placed on user awareness by conducting a series of mandatory Cybersecurity training courses and implementing Phishing Campaigns. The Company continues to improve its Incident Handling and Response.

**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.**

There were no such instances identified on issues relating to advertising, and delivery of essential services, data privacy of customers and product recalls. No penalties/actions were taken by regulatory authorities on safety of products/ services. There had been one cyber security incident reported in February 2023. In terms of provisions of Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company had informed the BSE Limited and the National Stock Exchange of India Limited about the incident involving unauthorised access to its IT systems that happened through an offshore affiliate. Later in October 2023, the Company had reported that it has assessed the said incident assisted by leading cyber security experts. Based on the findings of the cyber security experts, it was concluded that all systems across various functions are working normally, with no assessed impact on the operations or financial performance of the Company. On review of data affected by the incident, it was confirmed that no material breaches or loss of data or documents have been reported.

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

We at Foseco India strive for attaining customer faith and loyalty through constant interaction with the customers through offline or online source. The information on products and services of the entity can be accessed at the link: <https://fosecointia.com>.

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

All the products are supplied along with the MSDS which contains the information about safe and responsible usage of the product.

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

Since the Company directly supplies products to distributors/OEMs it has limited scope to educate and inform end users about any risk of disruption /discontinuation of essential services.

**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)**

a. The Company does not displays any product requirement information on packaging over and above what is mandated as per local laws. Typical information on packaging includes Manufacturer Details, Batch No, Dispatch details etc. – We carry out survey from time to time to take feedback from our customers, and their suggestions, as appropriate, are duly implemented.

**5 Provide the following information relating to data breaches:**

**A. Number of instances of data breaches along-with impact** - The Company had no instances of data breaches during the financial year.

**B. Percentage of data breaches involving personally identifiable information of customers** - Not Applicable.

For and on behalf of the Board of Directors

Place: Gurugram  
Date: 23<sup>rd</sup> February 2024

**Ravi Moti Kirpalani**  
Chairperson  
DIN: 02613688