

05th September, 2024

The Manager
Department of Corporate Services
BSE Limited
Jijibhoy Towers,
Dalal Street, Fort,
MUMBAI 400 001

The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra-Kurla Complex, Bandra East
MUMBAI 400 051

Script Code: 531147**Script Symbol: ALICON**

Dear Sir,

Sub: Business Responsibility and Sustainability Reporting (BRSR)

As required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing BRSR Report for the financial year ended 31st March, 2024, which also forms part of the Annual Report.

Thanking you,

Yours faithfully,
For ALICON CASTALLOY LTD.



VIMAL GUPTA
CHIEF FINANCE OFFICER



Encl: as above

ANNEXURE III

Business Responsibility & Sustainability Reporting Format

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** : L99999PN1990PLC059487
2. **Name of the Listed Entity** : Alicon Castalloy Limited
3. **Year of incorporation** : 1994
4. **Registered office address** : Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra
5. **Corporate address** : Same as above
6. **E-mail** : investor.relations@alicongroup.co.in
7. **Telephone** : 021-37677100
8. **Website** : www.alicongroup.co.in
9. **Financial year for which reporting is being done** : 2023-24
10. **Name of the Stock Exchange(s) where shares are listed** : BSE and NSE
11. **Paid-up Capital** : ₹ 8.50 Crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** : Ms. Amruta Joshi
Mobile : 9511910919
email : amruta.joshi@alicongroup.co.in
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity)** : Standalone Basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Aluminum Casting Metal and Metal products	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Casting of Non-Ferrous metal	2432	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	3	3	6
International	1	2	3

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	19

b. What is the contribution of exports as a percentage of the total turnover of the entity?
21%

c. A brief on types of customers

Alicon is catering to Automotive and non-automotive segment.

In Auto we are supplying to

- Segments such as 2W, 3W, PV, CV
- Fuel type – ICE, EV, Hybrid, Fuel Cell, CNG,
- Market – Domestic & Global

In Non-Auto we are supplying

- Segments such as Defense, Agriculture, Infrastructure, Medical, Energy, Aerospace
- Market – Domestic & Global

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently-abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	506	500	99 %	6	01%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	506	500	99 %	6	01%
WORKERS						
4.	Permanent (F)	288	288	100%	-	-
5.	Other than Permanent (G)	2312	2199	95%	113	5 %
6.	Total workers (F + G)	2600	2487	96%	113	4 %

b. Differently-abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY-ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently-abled employees (D + E)	1	1	100%	-	0%
DIFFERENTLY-ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently-abled workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33%
Key Management Personnel	3	1	33%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.3%	-	12.3%	11.4%	1%	12.4%	12.2%	-	12.2%
Permanent Workers	1%	-	1%	4%	-	4%	2%	-	2%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. Names of holding/subsidiary/associate companies/joint ventures**

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Alicon Holding - GmbH	Subsidiary	100%	No
2	Illichmann Castalloy - s.r.o.	Step down Subsidiary	100%	No
3	Illichmann Castalloy - GmbH	Step down subsidiary	100%	No

VI. CSR Details –**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes)**

(ii) Turnover (in ₹): 139231.42 Lakhs

(iii) Net worth (in ₹): 55520.14 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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	www.alicongroup.co.in	-	-	NIL	-	-	NIL
Investors (other than shareholders)	www.alicongroup.co.in	-	-	NIL	-	-	NIL
Shareholders	investor.relations@alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers	www.alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL
Customers	www.alicongroup.co.in	7	-	Closed Satisfactory	6	-	Closed Satisfactory
Value Chain Partners	www.alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL
Other (please specify)	www.alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL

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

Alicon has a well defined Enterprise Risk management structured and procedure which also takes care of the risks related to ESG matters and the same is being reviewed by the Risk Management Committee of the Company. The Company believes that a materiality assessment on sustainability issues will help to analyse and prioritize the issues that have the biggest impact from the Environment, Social and Governance (ESG) perspective.

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

S. No.	Material 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.	Disaster recovery	Risk	<ul style="list-style-type: none"> Business interruption due to natural calamities like earthquakes, cyclones, floods, etc. Inadequate disaster recovery planning 	<ol style="list-style-type: none"> Adequate protection against calamities including appropriate insurance Introduced additional mitigation to overcome interruptions due to pandemic situations 	Disruption to business operations leads to negative financial implication
3.	Health, safety and environment	Risk	<ul style="list-style-type: none"> Non-compliance with safety measures by employees Non-awareness of hazardous nature of chemicals 	<ol style="list-style-type: none"> Strict adherence to BBS (behavior-based safety system) Focus on reducing the generation of effluent and arresting at the source 	Incidents impact employee morale and business reputation leading to negative financial implication
4.	Climate change	Opportunity	The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities	<ol style="list-style-type: none"> Clean energy integration in existing electric networks Investment of capital in assets that will serve diversified electricity and fuel retrofitting on the energy supply system 	Initiatives taken around climate change has a positive implication towards business
7.	Innovation	Risk	Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs	<ol style="list-style-type: none"> Structured technology development projects New focus areas are identified to develop future capability needs Focus on light weighting and EV 	Innovation in the industry may impact the business negatively if not considered immediately
8.	IT data centre & far sight disaster recovery (DR)	Risk	Risk of in adequate data centre & far sight DR	<ol style="list-style-type: none"> The disaster recovery (DR) strategy is being updated continuously Data centre is established and near site DR is available 	Business continuity gets impacted leading to financial loss

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Training and education	Opportunity	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	<ol style="list-style-type: none"> 1. Providing a needs-based and innovative range of training courses, notably in forward-thinking fields of expertise like digitalization 2. Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company 3. Providing programmes that are specifically designed for roles which require upgraded skills 	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.
10.	Maintenance	Risk	Risk of sub-optimal maintenance plan due to manual updating of ODR and MGR reports resulting in un-economical maintenance costs	Operational performance (OEE) & maintenance (PM & breakdown) are being monitored through SAP for all the major plants	Business continuity gets impacted leading to financial loss
11.	Data protection	Risk	<ul style="list-style-type: none"> • Risk of confidential data leakage via USB drives/flash drives • Exposure of Company data because of work from home and access to respective data 	<ol style="list-style-type: none"> 1. All privileged system access are reviewed periodically & data leakage prevention (DLP) system are implemented at these equipment 2. Restricted data access control & data encryption to monitor work from home activities 	Impacts the brand reputation in the industry thereby leading to financial loss
12	Pollution free environment	Risk	Failure to provide a safe working environment exposes Alicon to compensation liabilities, sub-optimal productivity, loss of business reputation and other costs	<ol style="list-style-type: none"> 1. All the necessary pollution control norms for air, noise etc. are followed 2. Disposal of hazardous waste is monitored within permissible limits 	Incidents impact business reputation leading to negative financial implication
13	Sustained performance & quality	Risk	<ul style="list-style-type: none"> • Risk of customer being lost, in course of business • Dissatisfaction amongst the customer due to lack of attention, focus, etc. 	<ol style="list-style-type: none"> 1. Enhance customer satisfaction 2. Coefficient - alignment in strategies, partner of choice 3. Providing end to end solutions, dual shore business model 	Impacts the brand reputation in the industry thereby leading to financial loss

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14	Brand risk/ reputation	Risk	<ul style="list-style-type: none"> Risk of threat or danger to the name or standing of business or entity Actions involving the Company directly or indirectly may damage the brand name 	<ol style="list-style-type: none"> Worldwide brand-building activities are an ongoing process Participation in exhibition and trade fairs Good reputation and relations with major trade companies 	Impacts the brand reputation in the industry thereby leading to financial loss

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	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	https://www.alicongroup.co.in/corporate-governance/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
Company has obtained 26 certifications under national and international codes/certifications/labels/standards									
a. Quality systems -									
1. ISO 9001:2015 (QMS Certification for Non-Automotive Parts)									
2. IATF 16949:2016 (QMS Certification for Automotive Parts)									
3. ISO 14001:2015 (Environment Management System Certification)									
4. ISO 45001:2018 (Safety Management System Certification)									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Alicon Castalloy Limited is committed to working towards the ISO 50001 Energy Management Certification and has set to achieve the target in a year from March 2025								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Alicon Castalloy Limited's ESG Roadmap with specific commitments, goals and targets is under development. This would be published after approval from Board's ESG Committee and measured in the coming year								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. Please refer to "Message from Managing Director" in the annual report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	ESG Committee continuously evaluates the Company's social, environmental, governance, and economic obligations								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	<p>Yes. Alicon Castalloy Limited has set up an ESG Committee, which continuously evaluates the Company's social, environmental, governance, and economic obligations.</p> <p>Further details regarding the ESG Committee are provided in the Corporate Governance section in the Annual Report.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	The ESG Committee reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.									Annually							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all legal Responsibilities that are relevant to the principles, and in case of any non-compliances, the ESG committee looks into and rectifies the issues.									Annually								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Yes, The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through Internal Audit mechanism. TUV R (TÜV Rheinland (India) Pvt.Ltd.) is the agency that carries out these assessments								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

- Percentage coverage by training and awareness programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	NIL	NIL	NIL
Key Managerial Personnel	NIL	NIL	NIL
Employees other than BoD and KMPs	48	Stress Management, POSH, Team Building, Fire and Safety, Business Communication, Meditation	78%
Workers	120	Stress Management, POSH, Team Building, Fire and Safety, Integrity	93%

- 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):

No fines/penalties/punishment/award/compounding fees/settlement amount were paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/Fine	1	For delay in compliance under Regulation 42(3) and Regulation 6 of SEBI LODR	₹ 11800 and ₹ 21240	Short notice of two days was given for record date in connection with interim dividend and There was a delay of eight days in appointment of a Compliance Officer	No
Settlement	NIL	NA		NA	NA
Compounding fee	NIL	NA		NA	NA
Non-Monetary					
Imprisonment	NIL	NA		NA	NA
Punishment	NIL	NA		NA	NA

- 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.

NA

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

Yes, Alicon Castalloy Limited has zero tolerance for any form of corruption or bribery, and has an Anti-Corruption and Anti Bribery Policy which commands strict actions against anyone caught engaging in such unethical behavior. The policy applies to all employees of the Company, its subsidiaries, joint ventures, and affiliates at all levels and in all locations around the world. In every sector of action, all employees are required to act with the utmost honesty. All of the Company's facilities must adhere to a variety of anti-bribery and anti-corruption laws and regulations. All agents, suppliers, contractors, and business partners are informed of the Company's zero- tolerance policy to bribery and corruption during the commencement of the Company's business engagement with them. At the time of joining, new employees are given a copy of the policy to read. All existing associates are also informed of the policy. Trainings are conducted throughout the Company as part of the prevention, identification, and detection of anti-corruption issues.

Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy can be accessed at: <https://www.alicongroup.co.in/corporate-governance/>

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

No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, employees workers for the charges of bribery or corruption.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

No complaints with regard to conflict of interest in the reporting period.

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

Leadership Indicators

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

Total number of awareness Topics/principles	%age of value chain programmes held covered under the partners covered (by value training of business done with such partners) under the awareness programmes
Business Ethics and Sustainability	56% of Critical Suppliers

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes) If Yes, provide details of the same.

Alicon Castalloy Limited, has processes in place to avoid/manage conflict of interests involving members of the board and it is as per the Terms of Appointment of Directors to Board. The Company's Code of Conduct states that the Board members and Senior Management of the Company are needed to abstain themselves from discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company, or must take prior approval from the Company's Board of Directors before accepting such position.

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.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	
Capex	12.84%	10.2%	Development of parts for EV which will finally leads to reduce carbon emission

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

No

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.

Our products are integrated into automobiles produced by customers, making it impractical to separate or reclaim them individually. So does not apply to its products

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

No

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)?

No

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
	The company has not identified any significant environmental or social concern arising from production of its products.	

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Aluminium	15%	15.2%

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	146.76	-	-	146.56
Other waste	-	13637.78	-	-	12753.91	-

4. 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
Business Ethics and Sustainability	56% of Critical Suppliers

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	500	500	100%	500	100%	-	-	-	-	-	-
Female	6	6	100%	6	100%	6	100%	-	-	-	-
Total	506	506	100%	506	100%	6	100%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	288	288	100%	288	100%	-	-	NIL	NIL	NIL	NIL
Female	-	-	-	-	-	-	-	NIL	NIL	NIL	NIL
Total	288	288	100%	288	100%	-	-	NIL	NIL	NIL	NIL
Other than Permanent workers											
Male	2199	2199	100%	2199	100%	-	-	NIL	NIL	NIL	NIL
Female	113	113	100%	113	100%	113	100%	NIL	NIL	NIL	NIL
Total	2312	2312	100%	2312	100%	113	100%	NIL	NIL	NIL	NIL

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	100%	100%	Y	100%	100%	Y
Others – please specify						

3. Accessibility of workplaces

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

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	We have established various ways to register variances; HR representative, Grievance Redressal Register and e-mail id for reporting, POSH related complaints and strong whistle blower mechanism in place to effectively address complaints/issues raised.
Other than Permanent Workers Permanent Employees	
Other than Permanent Employees	
Total	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
- Male	NA	NA	NA	312	312	100%
- Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	500	500	100%	500	100%	509	509	100%	509	100%
Female	6	6	100%	6	100%	9	9	100%	9	100%
Total	506	506	100%	506	100%	518	518	100%	518	100%
Workers										
Male	2465	2465	100%	2465	100%	2344	2344	100%	2344	100%
Female	117	117	100%	117	100%	147	147	100%	147	100%
Total	2578	2578	100%	2578	100%	2491	2491	100%	2491	100%

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	500	500	100%	509	509	100%
Female	6	6	100%	9	9	100%
Total	506	506	100%	518	518	100%
Workers						
Male	288	288	100%	2344	2344	100%
Female	2312	2312	100%	147	147	100%
Total	2600	2600	100%	2491	2491	100%

10. Health and safety management system:

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

Yes. Alicon considers occupational health and safety as prime to its business and places great emphasis on maintaining all the protocols in place to operate business in a sustainable manner. For ensuring 100% workplace safety, the Company has in place a comprehensive Health and Safety management system in place with safety compliant protocols included

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

Alicon has established system to identify work-related hazards and assess risks on a routine basis which is part of daily work management and also safety system. The company also made this as a part of monthly review and assessment system. The Company identifies all the potential work-related incidents through the hazard identification process and conducts likelihood assessment to estimate the frequency or probability of occurrence. For non-routine company has a system of assessment, site review and work permit to ensure essential controls in place to avoid or minimize risk.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

Yes, an effective system for identifying hazards and managing risks has been established to ensure the ongoing enhancement of occupational health and safety within the organization.

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

Alicon is committed to fostering an environment where employees' financial requirements are catered to beyond their salaries. Comprehensive health and wellness benefits are extended to all company employees.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	04	04
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.

Alicon has adopted a comprehensive Management Policy encompassing Environment, Occupational Health, and Safety (EHS) to underscore its dedication to safeguarding the well-being of all stakeholders from potential harm or health risks. The company has proactively implemented safety protocols to effectively manage and respond to workplace incidents or accidents. The collective reduction in health and safety incidents can be attributed to the firm dedication of both management and employees in cultivating a secure work environment. This commitment is reinforced by the company's established management approach, accompanied by the adoption of a health and safety-first mindset for fulfilling the responsibilities.

We have been giving safety training, safety awareness programs, Mock drills, periodic safety audit by safety officer and extern safety consultants. We also conduct on job safety education at the same time we also encourage everyone to follow safety during routine life.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	-	-	3	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% is being adhered.
Working Conditions	100% action taken on unsafe conditions.

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

Alicon group considers SHE as paramount & tracks accidents rates in all of its locations. The overall reduction in health and safety incidences is attributed to the strong commitment of both management and workers to ensure a safe working environment by adhering to the Company's set management approach and adopting a health and safety-first mind-set in the execution of duties.

Leadership Indicators –

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

Alicon Group offers assistance in the event of a tragic occurrence, such as death, and has a death compensation policy in place for its employees.

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

The Company takes great care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. The details are outlined in the Bharat Forge Supplier Code of Conduct. All supply chain partners must adhere to it in every way in order to support business responsibility principles and ideals of transparency and accountability.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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, Alicon Castalloy Ltd, as a desirable employer, provides future-oriented opportunities and the right environment to its people for their all-round development.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	66%
Working Conditions	87%

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 company has conducted education and training programs for the key value chain partners to improve health and safety as a precautionary step. We periodical review their progress to ensure adherence.

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.

Alicon has systematically recognized and ranked internal and external stakeholders according to their impact on organizational choices and operations.

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions. Our strategic choices and business initiatives are founded on a stakeholder-focused strategy, ensuring the cultivation of lasting value and the advancement of long-term success.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	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	<ul style="list-style-type: none"> Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal media One-on-one interactions Employee involvement in CSR activities. 	Periodically Half Yearly Quarterly	<ul style="list-style-type: none"> Inform about important advances in the Company. Help the employees expand their knowledge in the industry. Getting employee feedback and resolving their issues.
Investors	No	<ul style="list-style-type: none"> Annual report, sustainability report, press releases Investor presentations Corporate website Quarterly & Annual results ESG calls 	Annually Quarterly Periodically Quarterly Quarterly	Investors prefer to invest in the organizations that are socially and environmentally responsible.
Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/Quarterly/Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Interviews, personal visits, publications, mass media & digital communications, plant visits, Support programmes, social media, Conferences and events 	Weekly and Quarterly Annually Monthly	Internal customers (Employees) <ul style="list-style-type: none"> Feel motivated to get involved in CSR projects and serve the community Guided by the CSR Team Enhance employee volunteerism. External customers - Prefer to connect with the organization that is socially & environmentally responsible

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & service providers	No	<ul style="list-style-type: none"> Supplier & vendor meets Workshops & trainings, Audits Policies IT-enabled information sharing tools and recognition platforms Dialogue in the context of industry initiatives, joint events, training courses, presentations Supplier risk assessments 	Periodically Periodically Periodically Annually Periodically Annually	<ul style="list-style-type: none"> Supply of material & services.
Business Partners	No	Dialogue with sales organisations and coordinating units of importers	Periodically	Provide service to present customers while increasing the potential for future growth.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	Monthly Annually Annually Periodically Annually	They help and guide in terms of connecting with Govt. Schemes in the same area for increased effectiveness.
Communities	Please refer to the following link for information about the Company's community work: https://www.alicongroup.co.in/corporate-social-responsibility/			

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.

Alicon Group has established an ESG Committee at Management level. The ESG committee is responsible for keeping the board informed about various developments and seeking inputs from the Directors. Continuous stakeholder engagement, combined with an in- depth assessment by the ESG committee, aids the organisation in aligning its business with ESG, allowing it to better serve its stakeholders.

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.

Yes, Alicon Group has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed

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

Please refer to the following link for information about the Company's community work: www.bansurifoundation.org

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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees workers covered (B)	% (B/A)	Total (C)	No. of employees workers covered (D)	% (D/C)
Employees						
Permanent	506	401	80%	518	20	4%
Other permanent	-	-	-	-	-	-
Total Employees	506	401	80%	518	20	4%
Workers						
Permanent	288	100	35%	312	10	3%
Other permanent	2312	894	39%	2179	74	3.3%
Total Workers	2600	994	38%	2491	84	3.3%

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	500	-	-	500	100%	509	-	-	509	100%
Female	6	-	-	6	100%	9	-	-	9	100%
Other Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	288	-	100%	288	100%	312	-	-	312	100%
Female	-	-	-	-	-	-	-	-	-	-
Other Permanent										
Male	2199	1982	97.6%	55	2.4%	2032	1982	97.6%	50	2.4%
Female	113	110	100%	-	-	147	147	100%	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6	11,05,000	2	6,25,500
Key Managerial Personnel	2	4,38,77,23	2	5,23,593
Employees other than BoD and KMP	614	6,30,667	5	7,16,463
Workers	317	10,52,213	1	4,78,808

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. The Company has formulated a Human Rights Policy which states that the employees can address their complaints or grievances to the Human Resource department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns in accordance with the policy. A committee may be formed or delegated to investigate the reported issues. The Committee is responsible for evaluating the reported issues and ensuring that they are addressed and rectified. In collaboration with Senior Management, the Committee may also recommend a suitable resolution

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

Alicon Group recognises the importance of protection of human rights, and the Company is dedicated to upholding the human rights of its employees, communities, contractors, and suppliers in accordance with the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

The Company has formulated a Human Rights Policy which works in conjunction with the Grievance Policy to ensure that grievances are addressed promptly and effectively.

The mechanism works by following the instructions outlined below:

The employees/affiliates address their complaints or grievances or report instances to the Human Resource department/Senior Management. No reprisal or retaliatory action is taken against any employee/affiliate for raising concerns under this policy,

The Company periodically undertakes human rights due diligence process for management and oversight/monitoring of the policy and identify any shortcomings

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

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

While dealing with the complaints as a part of grievance redressal mechanism every care is taken to conduct the enquiry in a peaceful manner for avoiding any stressful conditions. The entire process is carried out in a highly confidential manner. The Company has a Grievance Policy which states that all members of the Grievance Committee and those entrusted to record keeping, as well as any staff member questioned about an issue, are bound by a duty of confidentiality at all times and must keep all paperwork and information exchanged in the process confidential. Harsh or insulting behaviour of anyone participating in or conducting grievance proceedings is not at all tolerated. Any such behaviour will be viewed as misconduct under the Organization's disciplinary policies and strict actions will be taken against such unethical behaviour.

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

Yes

While dealing with the complaints as a part of grievance redressal mechanism every care is taken to conduct the enquiry in a peaceful manner for avoiding any stressful conditions. The entire process is carried out in a highly confidential manner. The Company has a Grievance Policy which states that all members of the Grievance Committee and those entrusted to record keeping, as well as any staff member questioned about an issue, are bound by a duty of confidentiality at all times and must keep all paperwork and information exchanged in the process confidential. Harsh or insulting behaviour of anyone participating in or conducting grievance proceedings is not at all tolerated. Any such behaviour will be viewed as misconduct under the Organization's disciplinary policies and strict actions will be taken against such unethical behaviour.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No
Forced/involuntary labour	No
Sexual harassment	No
Discrimination at workplace	No
Wages	No
Others – please specify	No

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

NA

Leadership Indicators

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

NIL

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

Human rights due diligence is being covered as part of the other audits presently. Exclusive Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years

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

Yes

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	No
Discrimination at workplace	No
Child Labour	No
Forced Labour/Involuntary Labour	No
Wages	No
Others – please specify	No

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

NA

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

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	235849294	233475841
Total fuel consumption (B)	172568098	195964696
Energy consumption through other sources (C)		
Total energy consumption (A+B+C)	408317392	429440537
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.029	0.034

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.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	193	150
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	193	150
Total volume of water consumption (in kilolitres)	193	150
Water intensity per rupee of turnover (Water consumed/turnover)	0.00015	0.00012

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.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Ug/M3	14.11	14.12
SOx	Ug/M3	10.1	10.1
Particulate matter (PM)	Ug/M3	48.55	48.76
Persistent organic pollutants (POP)		NA	
Volatile organic compounds (VOC)		NA	
Hazardous air pollutants (HAP)		NA	
Others – please specify		NA	

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11120.25	12914.61
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	31533.58	44247.55
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000031	0.0000045

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.

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

- We are consuming Solar electricity through Group captive project
- Wind based electricity by open access
- Reduction of Energy losses by reducing product related Rejection

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	38.12	77.99
E-waste (B)	0.91	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.47	1.61
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	146.76	146.53
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	13637.78	12753.91
Total (A+B + C + D + E + F + G + H)	13824.04	12980.04
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	146.76	146.53
(ii) Re-used	13637.78	12753.91
(iii) Other recovery operations	-	-
Total	13784.54	12900.44
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.17	0.2
(ii) Landfilling	5.04	4.53
(iii) Other disposal operations	141.55	141.80
Total	146.76	146.53

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.

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.

Alicon demonstrates its commitment towards responsible waste management through the recycling of waste products via authorized recycling partners. Moreover, across all pertinent plant sites, Alicon has established advanced Wastewater Treatment Plants (WWTPs), encompassing both Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs).

Furthermore, a central focus of Alicon's approach involves the conscious adoption of streamlined processes, innovative techniques, and advanced technologies that effectively curtail the generation of waste materials. By embracing these strategies, Alicon not only contributes to environmental preservation but also contributes to sustainable practices and circularity via waste reduction and resource optimization.

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

Not applicable

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

Not applicable

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

Yes

Leadership Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	71087504	2284023
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	71087504	2284023
From non-renewable sources		
Total electricity consumption (D)	164761789	231191817
Total fuel consumption (E)	172468098	195964697
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	337229887	427256514

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.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	99.00	79
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	99.00	79.00

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	58,286	45,300
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	58,286	45,300
Total volume of water consumption (in kilolitres)	58,286	45,300
Water intensity per rupee of turnover (Water consumed/turnover)	0.0000042	0.0000036
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

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

Not Applicable

5. 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Melting furnace: Change of fuel from Oil to Gas	Converted Oil fired furnaces into Gas fired furnaces for Melting	Reduction of Carbon emission

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

Alicon's management framework has a comprehensive emergency procedure designed to effectively manage and mitigate emergency situations, thereby reducing risks to both the environment and human well-being. The organization has proactively identified potential emergency scenarios and designated specific roles and responsibilities to ensure efficient handling of such incidents. The commitment to readiness is evident through the regular execution of mock drills and the ongoing evaluation conducted by internal representatives. Additionally, external experts are engaged for audits and on-the-job training, which collectively strengthen the organization's preparedness for swift recovery and immediate response in times of crisis.

Alicon places a significant emphasis on ensuring the continuity of its core operations and supporting functions, including robust systems and IT infrastructure, as part of its continuity management strategy. This approach reinforces the organization's dedication to maintaining operational integrity even during challenging circumstances.

7. 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.

There were no areas/materials in the value chain of the entity which have been identified as having significant adverse impact on the environment

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

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

Essential Indicators

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

4

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Maratha Chamber of Commerce	Maharashtra
2	Confederation of Indian Industry (CII)	National
3	Automotive Component Mfg. Association (ACMA)	National
4	Deccan Chamber of Commerce, Industry & Agriculture (DCCIA)	Maharashtra

- 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 has maintained a record of zero instances of engaging in anti-competitive behavior.		

Leadership Indicators

- Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly/Others - please specify)	Web Link, if available
None					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable

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

NIL

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/small producers	10.21	8.86
Sourced directly from within the district and neighbouring districts	61.46	58.79

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): NIL
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: NIL
- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?
No
- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: NIL
- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved: NIL

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Shally Education Foundation Saarathi : In village Binola, Haryana. Improving educational outcomes in numeracy and literacy.	400+	100%
2	Swadhar IDWC Khelghar: in Pune, MH. An Early Child Development Program supporting families for the first 2000 days of the child's growth.	120+	100%
3	Sri Krushna Charitable Trust 3H Catalyst: In Karnataka & Andhra Pradesh. Enhancing employability of students for white-collar jobs	850+	100%
4	Jagritresearch Foundation MakerGhat: In Odisha & Tamil Nadu, a Maker Mindset Program developing 21st-century skills of entrepreneurship, critical thinking and problem- solving.	22400+	100%
5	Earth Focus/CLR Across tribal villages of Kanha, Madhya Pradesh. A program for anganwadi & school children.	700+	100%

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.

Alicon is a top-tier B2B enterprise specializing in advanced aluminum casting technology products designed to meet the specific requirements of major OEMs. The company is committed to on-time delivery, ensuring that products are supplied in the exact quantities and within the timelines agreed upon with customers.

Should any issues arise, customers have multiple channels to express their concerns. They can directly communicate with the Key account manager, company's representatives Quality, Operation, Design via email or telephonic media.

We have set SOPs to response and address customer complains with in-depth analysis by CFTs and relevant subject experts. The same also reflects in rating given by customers periodically

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

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

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Current Financial Year			Previous Financial Year		
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

NIL

5. Does the entity have a framework/policy on cyber security and risks related to data privacy?

Yes

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.

NIL

Leadership Indicators

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

All information can be accessed on the company's website <https://www.alicongroup.co.in/what-we-do/>

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

The company's production is exclusively aligned with customer drawings and specifications, with a primary clientele comprising OEMs. Rigorous validation and extensive testing procedures are carried out to evaluate safety parameters and ensure compliance with regulations.

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

Not Applicable

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?

Not Applicable

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact: NIL

b. Percentage of data breaches involving personally identifiable information of customers: NIL