



RAJRATAN
OUTPERFORM

INDIA | THAILAND

www.rajratan.co.in



12th July, 2023

To BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400001 Scrip Code – 517522	To National Stock Exchange of India Limited ‘Exchange Plaza’, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051 Symbol - RAJRATAN
--	---

Subject: Submission of Business Responsibility and Sustainability Report for the FY 2022-23 pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir

In compliance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed Business Responsibility and Sustainability Report for the financial year 2022-23 which is being sent to the Members through electronic mode and forms part of Annual Report for financial year 2022-23.

It is also available on the Company's website which can be accessed at www.rajratan.co.in.

This is for your information and records.

Yours Faithfully,
For Rajratan Global Wire Ltd.

Shubham Jain
Company Secretary & Compliance Officer

RAJRATAN GLOBAL WIRE LIMITED

Regd. Office: Rajratan House, 11/2, Meera Path, Dhenu Market, Indore-452003, Madhya Pradesh, India. Tel.: +91-731-2546401
Factory: 200-B, Sector-1, Pithampur-454775, Dist. Dhar, Madhya Pradesh, India. Tel.: +91-7292-253429, 253375

Email : investor.cell@rajratan.co.in CIN No. L27106MP1988PLC004778

Annexure - VIII

➔ Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L27106MP1988PLC004778
2.	Name of the Company	RAJRATAN GLOBAL WIRE LIMITED
3.	Year of incorporation	1988
4.	Registered office address	Rajratan House' 11/2 Meera Path Dhenu Market, Indore - 452003 M.P
5.	Corporate address	Rajratan House' 11/2 Meera Path Dhenu Market, Indore - 452003 M.P
6.	E-mail id	investor.cell@rajratan.co.in
7.	Telephone	+91 731 2546401
8.	Website	http://www.rajratan.co.in/
9.	Financial year reported	April 1, 2022 to March 31, 2023
10.	Name of the Stock Exchanges where shares are listed	NSE and BSE
11.	Paid-up Capital	₹ 1015 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. Sunil Chordia, Chairman and Managing Director, DIN 00144786 Contact No. +91 731 - 2546401
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Manufacturing of tyre bead wire and high carbon steel wire	100%

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Tyre bead wire	2410	89%
2	High carbon steel wire	2410	11%

III. Operations

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

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

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	14

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

33.40%

c. Types of customers

The Company is engaged in the manufacturing of bead wire, a high-carbon steel wire and primarily utilized in the production of tyres. Additionally, the Company produce drawn steel wire, commonly referred to as black wire, which finds applications in various industries such as automobile, construction, and engineering. The company operates under a business-to-business (B2B) model.

IV. Employees

18. Details as at the end of Financial Year, i.e. March 31, 2023:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	219	171	78	48	22
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	219	171	78	48	22
WORKERS						
4.	Permanent (F)	413	347	84	36	16
5.	Other than Permanent (G)	36	36	100	0	0
6.	Total workers (F+G)	449	383	85	36	16

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

Sl. No.	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17
Key Management Personnel	3	0	NA

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years) (in %)

	FY 2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7	2	9	9	4	13	2	2	4
Permanent Workers	17	1	18	14	2	16	13	3	16

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

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Rajratan Thai Wire Co. Limited	Subsidiary	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) **Turnover** (in ₹) 54109 Lakhs

(iii) **Net worth** (in ₹) 24131 Lakhs

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes https://rajratan.co.in/contact-us/	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	Yes Company has its dedicated Stakeholders' Relationship Committee https://rajratan.co.in/investor-correspondence/	NIL	NIL	NA	NIL	NIL	NA
Shareholders		NIL	NIL	NA	NIL	NIL	NA

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes https://www.rajratan.co.in/wp-content/uploads/2015/08/Whistle-Blower-Policy-Vigi-Mechanism.pdf	NIL	NIL	NA	NIL	NIL	NA
Customers	Yes https://rajratan.co.in/contact-us/	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners	Yes https://rajratan.co.in/contact-us/	NIL	NIL	NIL	NIL	NIL	NIL
Other (please specify)		NIL	NIL	NIL	NIL	NIL	NIL

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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	Water Management	Risk	<ul style="list-style-type: none"> - Water scarcity is a pressing concern globally, making it vital to manage this valuable resource efficiently and responsibly. Failure to do so can lead to limited availability for essential needs, including drinking water, agriculture, and industrial purposes. - Water scarcity or mismanagement can disrupt supply chains, increase operational costs, and pose challenges to the sustainability of business operations. 	The organization maintains a rigorous and proactive approach to water conservation and management, with a strong emphasis on recycling wherever feasible. The company is committed to optimizing the utilization of water resources through consistent monitoring and efficient management practices. Implementing a 'zero liquid discharge' policy outside the plants ensures that no wastewater is released, and the treated water is effectively utilized for the development of green areas. By prioritizing sustainable water practices, the organization contributes to environmental preservation and resource efficiency.	Positive: Maintaining the "Zero Liquid Discharge" system requires initial investments and ongoing costs. However, the long-term benefits of this system outweigh the associated expenses

Sl. 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)
2	Ethics and Compliance	Opportunity	<ul style="list-style-type: none"> - Maintaining a culture of ethics and compliance helps minimize legal risks and potential reputational damage. By adhering to laws and regulations, organizations can protect themselves from costly legal consequences and maintain a positive reputation among stakeholders. - Integrating ethics and compliance into the organizational culture establishes a solid foundation for sustainable growth. 	-	<p>Positive:</p> <p>Reduced attrition yields cost savings in terms of re-hiring and training expenses, while also enhancing overall employee efficiency</p>
3	Employee Wellbeing	Risk	Wellbeing of employees is a critical aspect that significantly impacts the overall performance and success of a company. Neglecting employee wellbeing poses substantial risks that can detrimentally affect the organization.	To mitigate this risk, the organization maintains transparent policies regarding employee compensation and promotion. Additionally, the company ensures easy and quick grievance redressal processes for employees, fostering a supportive and inclusive work environment. Internal programs and initiatives are organized to enhance employee belonging and engagement, promoting a sense of unity and commitment within the organization	Positive
4	Product innovation, safety, and quality	Opportunity	<ul style="list-style-type: none"> - Developing innovative products that cater to the changing needs and preferences of customers helps the organization stand out from competitors and attract a broader customer base. - Maintaining high standards of safety and quality not only ensures compliance with regulations but also builds trust among customers and stakeholders. 	NA	Positive

Sl. 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)
5	Waste Management	Risk	<ul style="list-style-type: none"> - Adhering to government regulations and guidelines regarding waste disposal is essential to avoid penalties and legal consequences. - Inappropriate waste disposal can have detrimental effects on the environment, including pollution of land, water, and air, and the potential harm to ecosystems and wildlife. - Increased operational costs due to fines, clean-up efforts, legal fees, and potential damage control measures. 	<p>The organization prioritizes environmentally-conscious manufacturing practices by minimizing the use of chemicals in its processes. Waste management is an integral part of the organization's operations, with a focus on responsible disposal of hazardous waste and implementing waste reduction strategies. The generated waste undergoes meticulous scrutiny and is deemed suitable for recycling, ensuring that valuable resources are conserved and environmental impact is minimized. By adopting these sustainable practices, the organization demonstrates its commitment to environmental stewardship and resource efficiency.</p>	Negative
6	Respect for Human Rights	Opportunity	<ul style="list-style-type: none"> - demonstrating a strong commitment to human rights builds trust among stakeholders, including customers, investors, employees, and the community at large. - Creating a safe and inclusive environment that respects human rights helps attract and retain top talent. 	- NA	Positive
7	Customer Satisfaction	Opportunity	<ul style="list-style-type: none"> - Customer satisfaction plays a crucial role in shaping the reputation of the brand. - Engaging with customers, gathering feedback, and addressing their concerns contributes to continuous improvement. 	NA	Positive

Sl. 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)
8	Occupational Health and Safety	Risk	<ul style="list-style-type: none"> Occupational health and safety incidents can disrupt business operations, leading to productivity loss, increased absenteeism, and potential work stoppage Non-compliance with occupational health and safety regulations can lead to severe consequences, including legal penalties, fines, and potential operational disruptions. 	Employee and worker safety is a top priority for the organization, as evidenced by the implementation of robust policies. Regular training sessions are conducted to educate employees and workers on safety protocols and best practices. The company demonstrates its commitment to safety by investing in state-of-the-art technologies designed to enhance workplace safety and protect the well-being of its workforce.	Positive: Despite the need for investments in safety-related technology, personal protective equipment (PPE), and training, the organization recognizes that the advantages of uninterrupted operations outweigh the associated costs

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	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policies, if available	https://rajratan.co.in/policies-and-codes/									
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	Rajratan India IATF 16949:2016 ISO 14001:2015 ISO-45001:2018 BIS IS 4454:2001 (Part - 01) BIS IS 1835:1976 BIS IS 4824:2022 ECOVALIDIS Rajratan Thailand IATF 16949:2016 SIRIM ISO 16650:2009 BIS IS 4824:2022 ISO 14001:2015 ECOVALIDIS									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company has implemented numerous initiatives to mitigate carbon emissions, conserve water, and enhance waste management efficiency. However, specific goals and targets focusing on various parameters is currently in progress.																																
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	No data recorded																																
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)	<p>Rajratan Global Wire Limited demonstrates a steadfast dedication to sustainability across all aspects of its operations, recognizing the importance of minimizing its environmental impact and prioritizing the well-being of its employees and partners. The company takes proactive measures to achieve these goals by incorporating eco-friendly materials into its manufacturing processes, implementing energy-saving practices to reduce consumption, adopting waste minimization strategies, and ensuring zero-liquid discharge.</p> <p>To further support its sustainability efforts, the Company actively embraces renewable energy sources such as wind and solar power, leveraging these clean energy alternatives to meet its operational energy requirements. By harnessing these sustainable energy solutions, the company significantly reduces its carbon footprint and contributes to a greener future.</p> <p>The Company also places great emphasis on collaboration, working closely with its suppliers and customers to foster sustainable practices throughout the entire supply chain. By engaging stakeholders at every level, the company encourages the adoption of environmentally friendly practices, ensuring that sustainability principles are embraced and upheld by all parties involved.</p> <p>Overall, Rajratan Global Wire Limited's unwavering commitment to sustainability not only promotes a healthier planet but also plays a vital role in creating a more sustainable and prosperous society for future generations. Through its conscientious efforts and dedication to sustainable practices, the company serves as a role model for others in the industry, inspiring positive change and contributing to a better future for all.</p>																																
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Mr. Sunil Chordia, Chairman and Managing Director, DIN 00144786 Contact No. +91 731 - 2546401</p>																																
9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Company's Risk Management Committee oversees sustainability-related matters, particularly those related to ESG. The Committee reports to and updates the Board regarding the actions to be taken to mitigate any relevant concerns.</p> <p>The details of the Risk management committee are as follows:</p> <table border="0"> <tr> <td>Mr. Sunil Chordia</td> <td>Chairman</td> <td>Chairman & MD</td> </tr> <tr> <td>Mr. Rajesh Mitta</td> <td>Member</td> <td>Independent director</td> </tr> <tr> <td>Mr. Hitesh Jain</td> <td>Member</td> <td>CFO</td> </tr> </table> <p>Further, the Company has as CSR committee Overseeing community-facing initiatives and CSR activities.</p> <table border="0"> <tr> <td>Mr. Shiv Singh Mehta*</td> <td>Chairman</td> <td>Independent Director</td> </tr> <tr> <td>Mrs. Alka Arora Misra</td> <td>Chairperson</td> <td>Independent Director</td> </tr> <tr> <td>Mr. Sunil Chordia</td> <td>Member</td> <td>Chairman & MD</td> </tr> <tr> <td>Mr. Abhishek Dalmia</td> <td>Member</td> <td>Non - Executive Director</td> </tr> <tr> <td>Mrs. Aparna Sharma</td> <td>Member*</td> <td>Independent Director</td> </tr> </table> <p>*Mr Shiv Singh Mehta and Mrs. Aparna Sharma ceased to be chairperson and member respectively of the committee upon completion of their term as independent directors of the Company.</p>									Mr. Sunil Chordia	Chairman	Chairman & MD	Mr. Rajesh Mitta	Member	Independent director	Mr. Hitesh Jain	Member	CFO	Mr. Shiv Singh Mehta*	Chairman	Independent Director	Mrs. Alka Arora Misra	Chairperson	Independent Director	Mr. Sunil Chordia	Member	Chairman & MD	Mr. Abhishek Dalmia	Member	Non - Executive Director	Mrs. Aparna Sharma	Member*	Independent Director
Mr. Sunil Chordia	Chairman	Chairman & MD																															
Mr. Rajesh Mitta	Member	Independent director																															
Mr. Hitesh Jain	Member	CFO																															
Mr. Shiv Singh Mehta*	Chairman	Independent Director																															
Mrs. Alka Arora Misra	Chairperson	Independent Director																															
Mr. Sunil Chordia	Member	Chairman & MD																															
Mr. Abhishek Dalmia	Member	Non - Executive Director																															
Mrs. Aparna Sharma	Member*	Independent Director																															

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee	Frequency (Annually/Half yearly/Quarterly/Any other - please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Business Responsibility policies of the company are periodically reviewed by the Senior Leadership Team, including the Managing Director and other Directors.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All regulatory and statutory compliances are being reviewed. If any non-compliance are observed, they are addressed in a time-bound programme.									

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

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	4	Business strategy,risk,update of laws, Principle of corporate Governance	100%
Key Managerial Personnel	6	Business strategy,risk,update of laws, Principle of corporate Governance Six Sigma, TPM.	100%

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
Employees other than Board of Directors and KMPs	71	ISO, Six Sigma, TPM, Customer Engagement, MSA Measurement System, Safety Awareness, Fire Drill,	95%
Workers	166	ISO, Six Sigma, TPM, , MSA Measurement System, Safety Awareness, Fire Drill Crane Training, Fork Lift Training	98%

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

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

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

Yes, The Company has a Zero tolerance approach to acts of bribery and corruption by any of its employees. Any breach is regarded as a serious matter and is likely to result in serious disciplinary action which could ultimately lead to dismissal. The Code of Conduct is extended to all employees and associates. The web link for the same is <https://rajratan.co.in/wp-content/uploads/2021/09/Code-of-Conduct-for-Directors-Senior-Management-1-3.pdf>

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

Particulars	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	1	0

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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 conflict of interest.

No Such Instances

The Company has a dedicated team which regularly monitors all evolving regulations (both in India and Thailand) and provides timely inputs to the Company for prompt and corrective action.

Leadership Indicators

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

The Company regularly audits its suppliers, has discussions with chemical suppliers about the possibility of reusing or recycling chemicals, and meets with wire rod suppliers to discuss the roadmap towards green steel or sustainable steel.

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.

The Company has implemented a 'Code of Conduct' that extends to the board members as well. This Code of Conduct establishes a set of principles that guide their actions and ensure ethical performance of their duties. Additionally, as mandated by the Companies Act, 2013, the board members regularly disclose any relevant interests they hold in other entities to the Board. When transactions involve the board members or entities in which they have an interest, the Audit Committee or the Board of Directors, as appropriate, must grant approval. During discussions on such matters, the concerned directors abstain from participating in the meetings.

Principle 2: Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	-	-	Through the implementation of a mechanical vapor recompression (MVR) system, the Company has achieved significant progress in water reuse and aims to reduce its water footprint while minimizing the discharge of treated water into natural water bodies. By purchasing energy from these alternative sources, the Company actively contributes to reducing its carbon footprint and promoting the use of clean and sustainable energy.
Capex	100%	100%	

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

The Company focuses on sustainable practices. In its Thailand plant wire rod are procured from recycled steel, promoting green production and ethical labor practices. In India, no such system is currently in place. However, the Company maintains strong supplier relationships, prioritizes sustainable sourcing, and incorporates more recycled steel into its products. Rigorous onboarding and regular audits ensure compliance with sustainability goals, demonstrating the Company's commitment to responsible sourcing and a sustainable future

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

80%*

(*Thailand only)

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.

Not Applicable, the Company is into manufacturing of tyre bead wire and steel wire that require steel as input. The products have elongated useful life and the same can be recycled at local level as well. As such recovery of residual or waste product (Mainly steel) is not required. There are no significant (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

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

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
The Company has not Conducted LCA of its products					

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	NA	NA

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	
	FY2023	FY2022
Nil	Nil	Nil

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:

	FY2023			FY2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste		Nil			Nil	
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
	Nil

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential indicators:

1. a. Details of measures for the wellbeing 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)
Permanent employees											
Male	171	171	100	171	100	-	-	3	2	0	0
Female	48	48	100	48	100	2	4	-	-		
Total	219	219	100	219	100	2	4	3	2	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

- b. Details of measures for the wellbeing of workers:

Category	% of workers 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)
Permanent Workers											
Male	378	378	100	378	100	-	-	0	0	-	-
Female	35	35	100	35	100	2	6	-	-	0	0
Total	413	413	100	413	100	2	6	0	0	0	0
Other than Permanent Workers.											
Male	36	36	100	36	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	36	36	100	36	100	0	0	0	0	0	0

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

Benefits	FY2023			FY2022		
	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	56	73	Y	55	67	Y
Gratuity	56	65	N.A.	55	64	N.A.
ESI	6	36	Y	7	38	Y
Others- Social security (Thailand)	44	28	Y	45	33	Y

3. Accessibility of workplaces

Are the premises / offices of the Company 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 Company in this regard.

The Company is taking proactive steps to enhance the work environment and make it more inclusive for all employees. To ensure accessibility for individuals with disabilities, the Company has equipped its premises with infrastructure such as ramps, elevators, and other necessary facilities.

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

The Company strongly values and embraces diversity, fostering an inclusive environment where no individual is subjected to discrimination based on their race, gender, religion/beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, or any other protected class as defined by the country's laws. The company's committed to treating all individuals with respect, fairness, and equality, ensuring that everyone has an equal opportunity to thrive and contribute their unique perspectives and talents. Its dedication to creating a diverse and inclusive workplace is at the core of our values.

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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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.

The Company has established a whistle-blower mechanism to provide employees and workers with a means to report concerns. This mechanism involves contacting the designated ombudsman through the email address specified in the relevant policy. The policy, which can be found at the following link: <https://rajratan.co.in/wp-content/uploads/2021/08/Whistle-Blower-Policy-Vigi-Mechanism.pdf> is a Vigil Mechanism Policy that outlines a three-tier grievance redressal system. Additionally, employees and workers have the option to approach the human resources team for grievance resolution through various channels, including email, phone, or in-person interaction

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, grievance redressal policy available
Other than permanent workers	Yes, grievance redressal policy available
Permanent employees	Yes, grievance redressal policy available
Other than permanent employees	Yes, grievance redressal policy available

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

Category	FY2023			FY2022		
	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	219	0	0	217	0	0
- Male	171	0	0	172	0	0
- Female	48	0	0	45	0	0
Total Permanent Workers	413	290	70	378	253	67
- Male	347	286	82	353	247	70
- Female	36	4	11	26	6	23

8. Details of training given to employees and workers:

Category	FY2023					FY2022				
	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	171	163	95	160	94	172	160	93	161	94%
Female	48	46	96	37	77	45	35	78	35	78%
Total	219	209	95	197	90	217	195	90	196	90%
Workers										
Male	413	396	96	388	94	353	330	93%	325	92%
Female	36	32	89	32	89	26	20	77%	18	69%
Total	449	428	95	420	94	378	350	93%	343	91%

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

Category	FY2023			FY2022		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	171	171	100	172	172	100
Female	48	48	100	45	45	100
Total	219	219	100	217	217	100
Workers						
Male	413	413	100	353	353	100
Female	36	36	100	26	26	100
Total	449	449	100	378	378	100

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, the Company is committed to recognizing the crucial role of health and safety initiatives in promoting operational excellence within the workplace. Its comprehensive health and safety policies are designed to address fatality concerns, establish effective medical emergency response protocols, and ensure compliance with regulations to minimize injuries and incidents. As part of this commitment, the company operates an Occupational Health Centre and conducts annual health check-ups for all employees.

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 holds an EHS certification, signifying its commitment to maintaining high standards of environmental, health, and safety practices. As part of its ongoing efforts, the company diligently performs Hazard Identification and Risk Analysis procedures. Through these processes, potential hazards are systematically identified and analyzed to assess associated risks. This enables the company to implement appropriate control measures and preventive actions, ensuring the well-being of its workforce and the protection of the environment.

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

Yes, all work-related hazards involved in the routine activities are identified and assessed using Hazard Identification and Risk Assessment (HIRA) and control measures are put in place. The site risk register is reviewed and updated accordingly. At Rajratan we encourage our workers to report to the management any irregularities or near miss accidents observedes

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

Yes

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

Safety Incident /Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.77	1.2
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	16	21
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	1	1

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

The Company holds a strong belief in the significance of health and safety initiatives within the workplace as key drivers of operational excellence. It conducts dedicated workshops on behavioural safety and fosters cohesive efforts aimed at enhancing operational discipline, systems, and processes. Additionally, the company has provided Health Insurance Policies to employees previously not covered by the Employees' State Insurance Program. Inclusive measures such as organizing eye check-up camps and health camps for all employees have been implemented to support visually challenged individuals and prevent easily avoidable diseases.

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

Category	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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

The Company has successfully conducted Hazard Identification and Risk Analysis, resulting in the identification of a total of 86 significant risks. Through proactive measures and diligent efforts, the company has effectively eliminated 80 hazardous conditions associated with these risks. This demonstrates the company's commitment to mitigating potential hazards and ensuring the safety and well-being of its employees

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 company has in place med claim policy, Employees' Deposit Linked Insurance Scheme cover, ESIC and provided fund In India & social security policy in Thailand.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company is committed to ensuring that all its value chain partners fulfil their responsibility to pay their statutory dues. This includes diligently monitoring and verifying that necessary payments are made in compliance with applicable regulations

3. Provide the number of employees / workers having suffered grave consequences due to 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:

	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	
	FY2023	FY2022	FY2023	FY2022
Employees	-	NA	-	-
Workers	-	NA	-	-

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)

No

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	-
Working Conditions	-

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.

NA

Principle 4: Business should respect the interests of and be responsive to all its stakeholders**1. Describe the processes for identifying key stakeholder groups of the Company.**

The Company has conducted a comprehensive mapping of its stakeholders, both internal and external. The internal stakeholders include the Company's dedicated employees who play a crucial role in its operations. On the other hand, the external stakeholders encompass a diverse range of individuals and entities, including customers, dealers, vendors, technical collaborators, suppliers, shareholders, regulatory authorities, NGOs, social institutions, and the wider community affected by the Company's activities.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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	Individual interactions, Team meetings, Events, workshops and training programmes, Employee feedback survey	Regularly	Fair wages, Growth opportunities, Health & Safety, Various skill development and training programmes
Customers	No	Meetings, E-mails, Newsletters, Press releases and articles, Annual and quarterly reports Events	Regularly	Superior product quality, Timely delivery, Competitive pricing
Investors, Financers and Shareholders	No	Annual general meetings, Investor meetings / presentations, Quarterly results, Press releases about recent updates	Quarterly , Annually	Sustainable Financial and operational performance, Strong Corporate governance framework, Better dividend pay-outs, Liquidity Management
Suppliers & Service providers	No	Supplier and vendor meetings, Workshops and seminars, Implementing enterprise and supplier development initiatives, Annual meetings, Website, E-mails	Regularly	On time payments, Building long-term relationships, Service delivery and quality, Agreed terms of service

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, 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
Government & Regulators	No	Meeting on audits and inspection, Annual/Quarterly Reports, Formal meetings, Periodic report, submissions, Workshops and training organised by different government forums, Annual Reports	Regularly	Regulatory and legislative compliance, Compliance with relevant laws and regulations, Giving back to society
Communities	No	In-person interactions, Focused group discussions, Volunteering activities with various NGOs	Monthly	Holistic Community development, Quality education Job and livelihood creation, Conducting Health care and sanitation initiatives, Tree plantations

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.

In India, the company has consistently emphasized the importance of maintaining constant and proactive engagement with key stakeholders to enhance communication of strategies and performance. This approach enables the company to incorporate valuable feedback from stakeholders into its ongoing processes and operations, fostering a culture of continuous improvement and transparency.

In Thailand, the company adheres to regulatory requirements by conducting quarterly environmental committee meetings. These meetings serve as a platform for engaging with key stakeholders, including representatives from the Environmental Board, Industrial Estate of Thailand, Mahachai Land Development Authority, and the head of the village. Through these collaborative sessions, the company promotes effective dialogue and collaboration on environmental matters, ensuring alignment with local regulations and facilitating sustainable environmental practices.

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, outcome of the stakeholder engagement is analysed to identify the concern(s) on sustainability for the Company. The process help identify and prioritize issues related to relevant economic, environmental and social issues.

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

None

The Company believes in a fair, just, and non-discriminatory treatment to all stakeholder needs and concerns. The vulnerable/marginalized stakeholders groups are identified and prioritized.

Principle 5: Business 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	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	219	219	100	217	217	100
Other than Permanent	0	0	0	0	0	0
Total Employees	219	219	100	217	217	100
Workers						
Male	413	413	100	379	379	100
Female	36	36	100	51	51	0
Total	449	449	100	430	430	100

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

Category	FY2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	219	2	0.92	217	99.07	217	0	0	217	100
Male	171	1	0.58	170	99.4	172	0	0	172	100
Female	48	1	2.1	47	97.9	45	0	0	45	100
Other than Permanent										
Male	-	-	NA	-	-	NA	-	-	-	NA
Female	-	-	-	-	-	-	-	-	-	NA
Workers										
Permanent	413	58	14.05	355	85.95	378	34	8.97	344	91.03
Male	347	35	10.09	312	89.91	353	24	6.89	329	93.20
Female	36	23	63.88	13	36.12	26	10	38.47	16	61.53
Other than Permanent	36			36	100	51			51	100
Male	36			36	100	51			51	100
Female										

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

Gender	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in Lakhs)	Number	Median remuneration/salary/wages of respective category (₹ in Lakhs)
Board of Directors (BoD)	2	183	1	37
Key Managerial Personnel (KMP)	3	22	0	0
Employees other than BoD and KMP	165	9	48	7
Workers	413	5	36	4

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 adheres to the provisions set forth in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, ensuring compliance with its regulations and requirements. Moreover, The Company has established and implemented a policy on prevention of sexual harassment at the workplace that includes a structured framework for preventing sexual harassment incidents, facilitating the lodging of complaints, and establishing a dedicated committee to address such matters.

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

The Company recognizes the importance of addressing human rights violations. To foster a positive and safe work environment, the Company has implemented policies such as Prevention of Sexual Harassment (POSH), grievance redressal, and whistle-blower policies. These policies ensure that employees and contractors have channels to express their concerns regarding human rights. Open discussions regarding human rights concerns are encouraged during safety and canteen committee meetings, providing a platform for dialogue. Both the site HR and site EHS teams play a crucial role in addressing these concerns in consultation with the Site Head. If necessary, such issues are escalated to the corporate level, involving key stakeholders such as the Corporate HR Head and the Operation Head. Detailed information is further deliberated in the respective governance committees.

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

Category	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other Human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

The Company prioritizes the prevention of adverse consequences to individuals who have filed complaints in cases of discrimination and harassment. It has established robust governance frameworks supported by a comprehensive Code of Conduct, a Policy on Prevention of Sexual Harassment (POSH), and a whistleblower mechanism. These frameworks provide clear guidelines and procedures to address and investigate complaints, ensuring that the confidentiality and well-being of the complainant are safeguarded throughout the process. The Company takes all necessary measures to create a safe and inclusive work environment, where individuals feel empowered.

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

9. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	-

Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

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

Not applicable

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

The Company recognizes the fundamental importance of human rights and is fully committed to upholding them. To ensure a safe and inclusive work environment, the Company has implemented robust policies such as the Prevention of Sexual Harassment (POSH) policy and a dedicated whistleblower policy. These policies serve as channels for stakeholders to raise grievances and complaints related to any violations of human rights or unethical practices. The Company places high value on the confidentiality, impartiality, and prompt resolution of these matters.

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

The company is firmly committed to proactively managing both potential and actual adverse human rights impacts that may arise from its operations. It acknowledges the importance of identifying and addressing these impacts in order to safeguard and promote the protection of human rights. By taking a proactive approach, the company aims to mitigate any negative effects on human rights and uphold its responsibility to respect and promote human rights within its sphere of influence

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?

The Company is taking proactive steps to enhance the work environment and make it more inclusive for all employees. To ensure accessibility for individuals with disabilities, the Company has equipped its premises with infrastructure such as ramps, elevators, and other necessary facilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently, the Company has not conducted a formal assessment of its value chain partners. However, it is committed to ensuring that all its value chain partners comply with the relevant regulatory requirements. The Company places a strong emphasis on maintaining a responsible and sustainable supply chain by promoting adherence to legal and ethical standards
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

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

The Company is actively implementing measures to improve the work environment and promote inclusivity for all employees. Recognizing the importance of accessibility, the Company has made significant investments in its infrastructure to ensure that individuals with disabilities have equal opportunities to access and navigate the premises. This includes the installation of ramps, elevators, and other necessary facilities to facilitate smooth mobility throughout the workplace. By prioritizing accessibility, the Company aims to create a welcoming and inclusive environment that empowers all employees to contribute their skills and talents to the fullest extent. These initiatives reflect the Company's commitment to promoting diversity and fostering a workplace culture that values and respects the needs of every individual.

Principle 6: Business 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	FY2023	FY2022
Total electricity consumption (A)	173841.3 GJ	185774.21 GJ
Total fuel consumption (B)	204285.2 GJ	182694.54 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	378126.50 GJ	368468.75 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover (₹ in Lakhs))	4.22	4.12
Energy intensity (optional) - the relevant metric may be selected by the Company	-	-

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.

No

2. Does the Company 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.

Not applicable

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

Parameter	FY2023	FY2022
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(i) India	31546.10 KL	44856 KL
(ii) Thailand		
(iii) Third party water		
(i) India	74068 KL	94955 KL
(ii) Thailand	108524 KL	119854 KL
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	214138.10 KL	259665 KL
Total volume of water consumption (in kilolitres)	214138.10 KL	259665 KL
Water intensity per rupee of turnover (₹ in Lakhs) (Water consumed / turnover)	2.39	2.90
Water intensity (optional) - the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Yes.

The Company has implemented state-of-the-art wastewater treatment systems, including an Effluent Treatment Plant (ETP), Reverse Osmosis (RO), Multiple Effect Evaporator, and Advanced Thermal Fluid Dryer (ATFD), at its facility in Pithampur. These advanced systems are specifically designed to achieve zero liquid discharge, underscoring the company's unwavering commitment to environmental sustainability and responsible water management practices. Additionally, in Thailand, the company has embarked on a project to install a Zero Liquid Discharge (ZLD) system, complementing the existing Effluent Treatment Plant. This ongoing initiative showcases the company's proactive approach to minimizing liquid discharge and ensuring compliance with stringent environmental regulations.

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

Parameter	Unit	FY2023	FY2022
NOx	mg/nm ³	ND	ND
SOx	mg/nm ³	ND	ND
Particulate matter (PM) (India)	mg/nm ³	24.55	33.1
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	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.

Rajratan Thailand - Environment Research & Technology Company Limited, PTT Public Company Limited ("PTT"), C.E.M Technology (Thailand) Co.,Ltd.

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

Parameter	Unit	FY2023	FY2022
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	13,413	11,528
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	34,794	35,099
Total Scope 1 and Scope 2 emissions per rupee of turnover (₹ in Lakhs)	Emission/Rs	0.54	0.52
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

Yes. The Company is deeply committed to environmental responsibility and takes proactive measures to reduce greenhouse gas emissions. One of the key initiatives involves harnessing waste heat from flue gases as an alternative energy source, effectively reducing power and fuel consumption. By eliminating the need for electrical heating and utilizing this waste heat, the Company minimizes its environmental impact. Furthermore, the Company prioritizes the optimization of liquefied natural gas (LNG) consumption by insulating heating equipment, ensuring efficient and sustainable usage.

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

Parameter	FY2023	FY2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	180.36MT	110.076
E-waste (B)	0.33 MT	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any. (G)	732.27MT	883.11 MT
1) ETP Sludge		
2) lead waste	215.724MT	232.652 MT
Other Non-hazardous waste generated (H). Please specify, if any. Steel scrape	1739 MT	1214 MT
Canteen waste		
(i) India	2.148 MT	1.75 MT
(ii) Thailand		
(Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)	2869.832 MT	2441.588 MT
Water intensity per rupee of turnover (Water consumed / turnover)		
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 (lakh ltrs)	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	732.27MT	883.11MT
Total		

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.

No

9. Briefly describe the waste management practices adopted in your establishment. 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.

The Company is deeply committed to minimizing its environmental impact and has implemented a comprehensive NOPLASTIC campaign. Through this initiative, recyclable materials such as plastic, glass, and paper are diligently segregated to reduce the company's carbon footprint. Waste reduction and recycling are key focal points, with a strong emphasis on reusing old scrap products instead of procuring new ones. The Company also prioritizes process line design improvements to minimize chemical waste through effective drag control measures. Rigorous Key Performance Indicator monitoring ensures proactive waste management, while a well-defined scrap monitoring system minimizes waste generation. Other types of waste, including paper, plastic, and wood, are collected in designated bags and centrally stored for proper disposal. The Company's commitment to progressive technologies is evident through the installation of a quench cooling system that significantly reduces water consumption in patenting and coating lines. Metallic scrap is carefully sent to suppliers in a ready-to-use condition, promoting recycling and circular economy practices. Ongoing efforts to enhance environmental sustainability include the upgrading of dust collector systems to collect and manage dust generated by wire drawing machines. To eliminate wastage of consumables, the 'Plug and Save' initiative has been implemented to promptly address and rectify any leakage points within the plant.

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:

The company do not operate in any ecologically sensitive area.

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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
As of now company has not conducted EIA					

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:

Sl. No.	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
---------	---	---------------------------------------	---	---------------------------------

Yes. The Company ensures full compliance with the relevant Environmental, Health, and Safety (EHS) rules and regulations across all its manufacturing plants.

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	FY2023	FY2022
From renewable sources		
Total electricity consumption (A)	22938.84 GJ	22918.87 GJ
Total fuel consumption (B) (KJ)	0 GJ	0 GJ
Energy consumption through other sources (C) (KJ)	0 GJ	0.00 GJ
Total energy consumed from renewable sources (A+B+C) (KJ)	22938.84 GJ	22918.87 GJ
Water intensity per rupee of turnover (Water consumed / turnover)	0.42	
From non-renewable sources		
Total electricity consumption (D)	150902.46 GJ	162855.34 GJ
Total fuel consumption (E)	204285.20 GJ	204285.20 GJ
Energy consumption through other sources (F)	0 KJ	0 KJ
Total energy consumed from non-renewable sources (D+E+F)	355187.66 GJ	722328.20 GJ

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. No

2. Provide the following details related to water discharged:

The Company have adopted ZLD system (Zero liquid discharge hence this is not applicable).

Parameter	FY2023	FY2022
Water discharge by destination and level of treatment (in kilolitres)		
i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(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)		

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.

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

The Company does not have any operations in water stress area.

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

Parameter	Unit	FY2023	FY2022
Total Scope 3 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	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No

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

Not Applicable

6. If the entity provided below taken 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:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	NA	NA	NA

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

The company has implemented a robust risk management mechanism that includes comprehensive risk mapping, trend analysis, risk exposure evaluation, and risk mitigation processes. A thorough exercise is conducted to identify, evaluate, manage, and monitor both business and non-business risks. The Audit Committee and the Board regularly review these risks and propose necessary measures within a well-defined framework. To ensure preparedness, the company maintains adequate stocks of essential supplies and equipment, conducts regular drills and simulations, and continually monitors and updates its risk management strategies to address emerging risks.

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

Nil

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

No such assessment was carried.

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.**

The Company is proudly affiliated with 12 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 Company is a member of/affiliated to.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	EEPC India : Engineering Export Promotion Council of India	National
2	CII : Confederation of Indian Industry	National
3	SWMAI : Steel Wire Manufacturers Association of India	National
4	IMA : Indore Management Association	State
5	Pithampur Audhyogik Sangathan	State
6	India Thai Chamber of Commerce	National
7	Wire Rod Association	National
8	Association of SME Federation	National
9	Board of Investment Thailand	National
10	Dharmniti Training and Seminar Company Limited	National
11	Quest Asia - CFO Thailand Innovation Forum	National
12	Rotary Ratchaburi	State

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

Name of the authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

The Company is dedicated to proactively engaging with industry chambers/associations and encourages them to adopt best practices when formulating policies. Although the Company has not yet initiated specific policy-making activities, it remains committed to collaborating with industry stakeholders to promote the adoption of sound policies that benefit the industry as a whole. By fostering these partnerships, the Company aims to contribute to the development of policies that align with industry standards and promote sustainable practices.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

In the reporting year, the Company did not undertake any Social Impact Assessment.

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

Not Applicable.

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

The company actively participates in community engagement through a range of Corporate Social Responsibility (CSR) activities. During these initiatives, the company prioritizes listening to the concerns and feedback of community members, recognizing the importance of understanding their needs and addressing any issues that may arise. By maintaining open and transparent communication channels, the company strives to cultivate a strong and mutually beneficial relationship with the community, working together towards shared development and well-being.

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

	FY2023	FY2022
Directly sourced from MSMEs/small producers	1%	1%
Sourced directly from within the district and neighbouring districts	1%	1%

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
	Not applicable

2. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies:

Sl. No.	State	Aspirational District	Amount spent (In INR)
			Not applicable

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

(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:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
The Company does not derive any benefits from Intellectual properties.				

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 authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Promoting Education	The Company has successfully implemented numerous CSR projects across various states, positively impacting the lives of numerous beneficiaries. While it may be challenging to precisely quantify the exact number of beneficiaries, the Company's efforts have reached a wide range of individuals and communities	100%
2	Women empowerment		
3	Promoting Sports		
4	Protection of Art & Culture		
5	Health Care		
6	Promoting Sports		
7	Armed Force Flag Day Fund		
8	HEAL Foundation		

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 implemented a comprehensive system to effectively handle customer complaints in a prompt and efficient manner. Complaints are typically addressed and resolved within a timeframe of 15 to 20 days, demonstrating the company's commitment to timely resolution. Additionally, an annual Customer Feedback Survey is conducted to assess customer satisfaction levels and gather valuable insights. The marketing team diligently engages with customers on a regular basis, providing dedicated service and support to meet their specific needs.

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	The product carries all the necessary information mandated by law.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY2023			FY2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber- security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other (product related)	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	- Not Applicable
Forced recalls	Nil	- Not Applicable

5. Does the Company 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 has a comprehensive IT policy that applies to both temporary and permanent employees. This policy extends to contractors, vendors, and customers who visit our premises. It sets clear guidelines and expectations for the appropriate and secure use of IT resources, ensuring the protection of sensitive information and maintaining the integrity of our systems

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 Company can be accessed (provide web-link, if available).

Yes, The Company displays the information on products and services on the official web site of the Company and link for the same is <https://rajratan.co.in/product/>

Our social media Handles

Linkedin : <https://www.linkedin.com/company/rajratan-global-wire-limited/>

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

Yes.

To prioritize customer safety and promote responsible product usage, the company conducts technical meetings and provides product catalogues that educate and inform consumers. These proactive efforts reflect the company's commitment to customer well-being and its dedication to ensuring that consumers are well-informed about the safe and responsible use of its products..

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

The company has established effective communication channels, including mail, tele-calls, and personal meetings, to ensure timely and comprehensive sharing of information with consumers regarding potential risks associated with the disruption or discontinuation of essential services. These proactive measures demonstrate the company's commitment to transparent and proactive communication, aiming to keep consumers well-informed and empowered to make informed decisions. By employing a multi-faceted approach to communication, the company prioritizes consumer engagement and seeks to address any concerns or challenges that may arise, ensuring uninterrupted access to vital services and maintaining a strong rapport with its valued customers.

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 whole? (Yes/ No)

Customer feedback is systematically collected during significant customer interactions, particularly at the point of product delivery. The company obtains the necessary feedback through its business partners, with whom it conducts its operations. While the company does not directly engage with end customers, it relies on its business partners to gather valuable insights and feedback from the end users. Hence, the company does not conduct consumer surveys or monitor consumer satisfaction trends independently.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches, along with impact

There were no instances of data breaches

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

There were no instances of data breaches