

**Pitti Engineering Limited**

(Formerly Pitti Laminations Limited)

ISO 9001:2015 ISO 14001:2015

[www.pitti.in](http://www.pitti.in)



25<sup>th</sup> July 2023

To,  
BSE Ltd  
Floor 25, P J Towers, Dalal Street  
Mumbai – 400 001  
Scrip Code: 513519

To,  
National Stock Exchange of India Limited  
Exchange Plaza, Bandra Kurla Complex  
Bandra (E), Mumbai – 400 051  
Scrip Code: PITTIENG

Dear Sir,

Sub: Business Responsibility and Sustainability Report for financial year 2022-23

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Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulation 2015, as amended please find enclosed the Business Responsibility and Sustainability Report for financial year 2022-23.

We request you to take the same on record.

Thanking you,

Yours faithfully,  
For Pitti Engineering Limited

Mary Monica Braganza  
Company Secretary & Compliance Officer  
FCS 5532

CIN: L29253TG1983PLC004141

**Registered Office**

6-3-648/401, 4<sup>th</sup> Floor  
Padmaja Landmark, Somajiguda  
Hyderabad – 500 082  
Telangana, India  
T: +91 40 2331 2774 / 2331 2770  
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[info@pitti.in](mailto:info@pitti.in)

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Entity

1.	Corporate Identity Number (CIN) of the Company	L29253TG1983PLC004141
2.	Name of the Company	Pitti Engineering Limited
3.	Year of Incorporation	17-Sep-1983
4.	Registered office address	6-3-648/401, IV Floor, Padmaja Landmark, Somajiguda, Hyderabad – 500 082
5.	Corporate office address	Same as above
6.	E-mail Id	shares@pitti.in
7.	Telephone	91 40-23312774/ 23312770
8.	Website	www.pitti.in
9.	Financial year for which reporting is being done	1 <sup>st</sup> April 2022 to 31st March 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up capital	₹ 1602.50 Lakhs
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shri Sandip Agarwala President - Operations & Marketing Email: <a href="mailto:brsr@pitti.in">brsr@pitti.in</a> Contact: 91 40-23312774/ 23312770
13.	Reporting boundary	Standalone

### II. Products/Services

#### 14. Details of business activities

S. No.	Description of main activity	Description of business activity	% Turn over
1	Manufacturing	Electrical laminations, sub-assemblies for motor cores and generators, die-cast rotors and machining of metal components.	100%

#### 15. Products/services sold by the entity.

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Electrical Laminations and stampings	2591	69%
2	Machining of metal components	25920	17%
3	Others- Metal scrap, traded goods, and tools	3830, 46699, 28229	14%

### 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	1	4
International		Nil	

#### 17. Markets served by the entity.

##### a. Number of locations

Location	Number
National (No. of states)	28 States and 8 Union Territories
International (No. of countries)	11

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

Exports - 33%

##### c. A brief on types of customers

The Company serves Business-to-Business customers. The Company's products find application in diverse sectors like hydro and thermal generation, windmill, mining, cement, steel, sugar, construction, lift irrigation, freight rail, passenger rail, mass urban transport, E-mobility, appliances, medical equipment, oil & gas and several other Industrial applications.

### IV. Employees

#### 18. Details as of March 31, 2023

##### a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	668	648	97.01	20	2.99
2.	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total Employees (D + E)</b>	<b>668</b>	<b>648</b>	<b>97.01</b>	<b>20</b>	<b>2.99</b>
<b>Workers</b>						
1.	Permanent (F)	663	663	100.00	Nil	Nil
2.	Other than permanent (G)	1170	1161	99.23	9	0.77
3.	<b>Total Workers (F + G)</b>	<b>1833</b>	<b>1824</b>	<b>99.51</b>	<b>9</b>	<b>0.49</b>

##### b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	1	1	100		
2.	Other than permanent (E)	Nil	Nil	Nil	Nil	
3.	<b>Total Employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100</b>		
<b>Differently Abled Workers</b>						
1.	Permanent (F)					
2.	Other than permanent (G)			Nil		
3.	<b>Total Workers (F + G)</b>					

#### 19. Participation/inclusion/representation of women.

S. No.	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29
Key Management Personnel	2	1	50.00

Executive Directors who are KMP are included in Board of Directors. Chief Financial Officer and Company Secretary are shown in KMP.

## 20. Turnover rate for permanent employees and workers

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.68	0	7.68	5.69	1.78	5.59	4.37	3.44	4.35
Permanent Workers	7.36	0	7.36	4.99	0	4.99	5.66	0	5.66

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

### 21. (a) 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 in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Pitti Rail and Engineering Components Limited	Wholly Owned Subsidiary	100%	Yes

### 22. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover: 109,476.20 lakhs
- (iii) Net worth: 33,408.67 lakhs

## VI. Transparency and Disclosures Compliances

### 23. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No)	FY 2023			FY 2022			
		(If yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Refer link below		Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)			Nil	Nil	NA	Nil	Nil	NA
Shareholders			2	Nil	NA	8	Nil	NA
Employees and workers			Nil	Nil	NA	Nil	Nil	NA
Customers			14	Nil	NA	11	Nil	NA
Value Chain			Nil	Nil	NA	Nil	Nil	NA
Partners								

<https://www.pitti.in/investordesk/Docs/Client/CLTI/fy2023/Grievance%20Redressal.pdf>

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and Safety	Risk	Occupational hazards may endanger the safety of our employees and communities around our manufacturing locations.	Increased automation with extra focus on workmen's safety helps to manage and improve Health and Safety performance.	Negative
2	ESG	Opportunity	Following through on Environment, Social and Governance commitments to regulators, customers and investors enables the Company to secure its reputation and future business opportunities.		Positive
3	Employee Retention and Talent Development	Risk	The Company requires employees of a special skill set. Given there are very few companies in this genre of business who operate around the Company's plants, retention is important.	Multiple learning and development programs to upskill and reskill people  Robust system for acquiring and retaining the right talent	Negative
4	Cybersecurity	Risk	Increased digitalization and automation exposes the Company to new risks including data breaches, identity theft and other types of cybercrime.	Establishing strong cybersecurity systems that can avoid any kind of data breach and pose threat to the company's values.	Negative
5	Regulatory Compliance	Risk	Failure to comply with relevant laws and regulations may result in legal and financial penalties.	Creating a strong ethical organisational culture with a focus on transparency and Compliance.	Negative
6	Social Responsibility	Opportunity	Ensuring goodwill with local, and marginalized communities through the community development.		Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management process:</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	The Policies are approved by the Board or the Vice-Chairman & Managing Director of the Company, based on the nature of the Policy and the associated regulatory requirements.								
c. Web Link of the Policies, if available	The Corporate policies of the Company can be viewed at weblink <a href="https://www.pitti.in/investor_desk/investors_d_p.php">https://www.pitti.in/investor_desk/investors_d_p.php</a> Other policies are available internally in the Company								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
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.	ISO 14001-2015 ISO 9001-2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of setting up specific commitments, goals and targets in FY 2023-24 and reporting shall be made accordingly from next financial year.								
6. Performance of the entity against specific commitments, goals, and targets along-with reasons in case the same are not met.	Not Applicable								

**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)

One of our primary imperatives is to do business in a responsible and sustainable manner. We began tracking and reporting our Green House Gas (GHG) emissions across Scopes 1, 2, and 3 with the base year set at 2021-2022. We also strive to optimise our water use, electricity consumption, and waste generation. By doing so, we ensure compliance with statutory requirements and gain a comprehensive understanding of our resource utilisation and waste management practices.

We are also actively exploring renewable energy sources like solar power to further lower our Scope 2 GHG emissions. During fiscal year 2022-23, the solar power plant at the Aurangabad Plant generated about 1.8MWh units, which not only reduced our dependency on the grid, but also helped in reduction of carbon emissions by 701 MT during the year 2022-23.

Employee well-being is critical to maintain a positive and productive work environment. Investing in employee well-being boosts morale, increases engagement, and eventually contributes to the organisation's growth and success. The safety of employees and workers is of the highest priority. We ensure that all workplaces are safe, and that all employees and workers are appropriately trained in health and safety. We achieved zero injuries by regularly monitoring the workplace. Social responsibility is maintained through promoting and supporting local communities.

We acknowledge the need of robust governance in our journey towards sustainability. We are embracing digitisation in order to simplify our operations and improve our cyber-security measures.

Our Whistleblower Policy, Code of Conduct, and Integrity standards govern the actions of our employees and Board members. Moreover, our recently introduced enterprise risk management programme intends to actively address significant business-wide risks that remain relevant in the medium term. We safeguard the integrity and resilience of our systems through different governance approaches.

**Akshay S Pitti**

Vice Chairman & Managing Director

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Akshay S Pitti (DIN 00078760), Vice-Chairman & Managing Director, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Risk Management Committee of the Company oversees the factors related to the Environment, Social and Governance aspects and provides adequate inputs to the Board of Directors. The Corporate Social Responsibility Committee oversees the social factors and provides necessary insights to the Board of Directors. For details on the Committees please refer to the Report on Corporate Governance in the Annual Report.								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed by Department Heads / Board Committees and Board of Directors wherever applicable.									Reviewed at frequency stated in respective policies or on need basis.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The status of compliance with all applicable statutory requirements is reviewed by the Board.									Quarterly								

Disclosure Questions	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 name of the agency	No. The policies and processes are subject to audits / reviews done internally in the Company from time to time.								

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

Questions	P7
The entity does not consider the principles material to its business (Yes/No)	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)	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No
It is planned to be done in the next financial year (Yes/No)	No
Any other reason (please specify)	There is no specific policy outlined for Principle 7. The Company through associations /institutions / trade and industry chambers strives to advocate and pursue various causes that are in the larger interest of the industry, economy, society and public.

## 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	% of persons in respective category covered by the awareness programmes
Board of directors Key Managerial Personnel	5	The Board and KMP engage in awareness sessions pertaining to business, strategy, risk, and regulatory. A training session on the 9 NGRBC principles was also conducted during the year.	100%
Employees other than BOD and KMPs Workers	75	The employees / workers undergo various trainings /awareness sessions such as induction training at the time of joining and leadership, policy, safety, environment, social, governance, occupational health, mental health, soft skills, risk management, function specific technical and compliance training during the course of employment.	76.85%

#### 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (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 (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			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 institution
	Not Applicable

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

Yes, the Company has an integrity policy that covers all the aspects of anti-bribery and anti-corruption for all employees and is available internally. The Company has also adopted a Code of Conduct applicable to the Board of Directors and senior management personnel of the Company. The members of the Board of Directors and senior management personnel of the Company are required to affirm on an annual compliance of this code. Weblink: <https://www.pitti.in/investordesk/Docs/Client/CLTI/Code%20of%20Conduct.pdf>

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

	FY 2023	FY 2022
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of conflict of interest of KMPs				

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

Not Applicable

### 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	FY 2022	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	Nil	0.98%	A 1 MW solar power plant was installed at the Aurangabad facility in FY 2022 which contributed to reduction of carbon emissions by 701 MT during the year 2022-23.

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

Yes

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

75%

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.

End of life procedures are currently not mandated for the Company as Extended Producer Responsibility is not applicable.

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.

Not applicable.

### PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	648	648	100	648	100	NA	NA				
Female	20	20	100	20	100	20	100	Nil		Nil	
<b>Total</b>	<b>668</b>	<b>668</b>	<b>100</b>	<b>668</b>	<b>100</b>	<b>20</b>	<b>100</b>				
<b>Other than Permanent Employees</b>											
Male											
Female	Nil					NA					
<b>Total</b>											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Workers</b>											
Male	663	663	100	663	100	NA	NA				
Female	Nil	NA	NA	NA	NA	NA	NA			Nil	
<b>Total</b>	<b>663</b>	<b>663</b>	<b>100</b>	<b>663</b>	<b>100</b>	<b>NA</b>	<b>NA</b>				
<b>Other than Permanent Workers</b>											
Male	1161	1161	100	1161	100	NA	NA				
Female	9	9	100	9	100	NA	NA			Nil	
<b>Total</b>	<b>1170</b>	<b>1170</b>	<b>100</b>	<b>1170</b>	<b>100</b>	<b>NA</b>	<b>NA</b>				

2. Details of retirement benefits for the current and previous financial year

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employee	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	100.00	100.00	Yes	100	100	Yes
Gratuity	100.00	100.00	Yes	100	100	Yes
Employee State Insurance (ESI)	24.70	88.81	Yes	33.11	92.51	Yes

3. Accessibility of workplaces

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

Yes.

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

Yes. The Company firmly upholds its commitment to providing equal opportunities for all individuals. We ensure that all job applicants and employees are treated with fairness and equality, regardless of gender, marital status, disability, race, color, religion, age, sexual orientation, nationality, or ethnic/national origins. The Policy is available internally in the Company.

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

Nil

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes.
Other than Permanent Employees	The Company has a three-stage Grievance Redressal mechanism with an appropriate forum for each stage. For grievances pertaining to sexual harassment, the ICC Committee may be approached. The Whistle Blower Policy of the Company enables persons to freely communicate their concerns on illegal or unethical practices by writing to the dedicated mail.
Permanent Workers	
Other than Permanent Workers	

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

No Unions existing.

## 8. Details of training given to employees and workers

Category	FY 2023					FY 2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	648	398	61.42	78	12.04	605	361	59.67	74	12.23
Female	20	0	0	0	0	14	9	64.29	1	7.14
<b>Total</b>	<b>668</b>	<b>398</b>	<b>59.58</b>	<b>78</b>	<b>11.68</b>	<b>619</b>	<b>370</b>	<b>59.77</b>	<b>75</b>	<b>12.12</b>
<b>Workers</b>										
Male	663	220	33.18	50	7.54	701	190	27.10	29	4.14
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>663</b>	<b>220</b>	<b>33.18</b>	<b>50</b>	<b>7.54</b>	<b>701</b>	<b>190</b>	<b>27.10</b>	<b>29</b>	<b>4.14</b>

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	648	524	80.86	605	519	85.79
Female	20	14	70.00	14	12	85.71
<b>Total</b>	<b>668</b>	<b>538</b>	<b>80.54</b>	<b>619</b>	<b>531</b>	<b>85.78</b>
<b>Workers</b>						
Male	663	590	88.99	701	537	76.60
Female	0	0	0	0	0	0
<b>Total</b>	<b>663</b>	<b>590</b>	<b>88.99</b>	<b>701</b>	<b>537</b>	<b>76.60</b>

## 10. Health and safety management system

- a. Has an occupational health and safety management system been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes, the Company has implemented an occupational health and safety management system that covers various aspects such as EHS plan & policy, work permits, environmental monitoring, risk assessment, safety guidelines, work instructions, occupational health centre, fire fighting equipment, annual medical checkups, compliance with legal requirements, hazards identification, safe working procedures, preventive maintenance, incident reporting, SOP maintenance, provision of PPE, safety committee meetings.

- 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 utilizes various measures to identify and assess work-related hazards and risks, including:

- Hazard Identification and Risk Assessment (HIRA),
- Failure Modes and Effects Analysis (FMEA),
- Internal and external audits
- Why-Why analysis,
- Work permit system, and
- A near miss reporting system.
- Additionally, work zone monitoring and noise assessment analysis are conducted to ensure safety in the workplace.

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

Yes.

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

Yes

## 11. Details of safety related incidents

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The organisation places great importance on maintaining a safe and healthy workplace. The following are some of the steps taken to ensure a safe and healthy workplace:

- To provide a safe and healthy workplace, all applicable statutory requirements are followed and monitored at all times.
- All employees and workers get training on a range of topics pertaining to health and safety, including a health and safety induction programme for workers, job-specific training on the use of PPES, training on identifying and understanding all work-related hazards and risks, and so on.
- There is a planned emergency response strategy, which involves recognising potential risks and taking apt measures to mitigate them.
- The Company has established a number of safety procedures and equipment to maintain a healthy and safe working environment, including:
  - Installing safety sensors and light curtains
  - Setting up safety fencing around all revolving machines
  - Installing fire alarms, hydrant, and smoke detector systems
  - Regular ambient air monitoring to maintain a safe workspace
  - Providing appropriate personal protective equipment (PPE) for job requirements
  - Availability of safety showers

These measures collectively contribute to maintaining a secure and protected working environment.

## 13. Number of complaints on the following made by employees and workers

	FY 2023		Remarks	FY 2022		Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Working conditions						
Health and safety		Nil		Nil		

## 14. Assessments for the year

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

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

There are no such instances of safety-related incidents / risks / concerns arising from assessments of health & safety practices and working conditions.

## 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.

The stakeholders are identified based on the significance of their impact on the business and value creation. The Company focuses on developing trust-based relationships and understanding the priorities of its stakeholders to foster shared value.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized 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	Email, Phone calls, SMS, Meetings, Notice Board, Training Programs, Foundation Day Celebration, Intranet.	Regular	Day to day activities / Conduct of business
Investors and Shareholders	No	Email, Website, Quarterly publication of results, Newspaper advertisements, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations.	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance Practices
Communities	Yes	Physical Meetings / Reviews/ Assessments.	Event Based	CSR Programs and other Initiatives
Customers and Value Chain Partners	No	Email, Meetings, Survey, Phone calls, Websites.	Regular	Business/Project related
Government and Regulatory Bodies	No	Fillings and submissions, Engagement during visits to our facilities, Email and website	Event Based	To comply with applicable regulations

## 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.

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	668	668	100	648	648	100
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Employees</b>	<b>668</b>	<b>668</b>	<b>100</b>	<b>648</b>	<b>648</b>	<b>100</b>
<b>Workers</b>						
Permanent	663	663	100	672	672	100
Other than permanent	1170	1170	100	1143	1143	100
<b>Total Workers</b>	<b>1833</b>	<b>1833</b>	<b>100</b>	<b>1815</b>	<b>1815</b>	<b>100</b>

## 2. Details of minimum wages paid to employees and workers

Category	FY 2023						FY 2022					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage			
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)		
<b>Permanent Employees</b>												
Male	648	Nil	Nil	648	100	605	Nil	Nil	605	100		
Female	20	Nil	Nil	20	100	14	Nil	Nil	14	100		
<b>Other than Permanent</b>												
Male												
Female												
<b>Permanent Workers</b>												
Male	663	Nil	Nil	663	100	701	Nil	NA	701	100		
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA		
<b>Other than Permanent</b>												
Male	1161	Nil	Nil	1161	100	1134	Nil	Nil	1134	100		
Female	9	Nil	Nil	9	100	9	Nil	Nil	9	100		

## 3. Details of remuneration/salary/Wages

	Rs in Lakhs			
	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) <sup>1</sup>	2	98.78	Nil	NA
Key Managerial Personnel <sup>2</sup>	1	NA	1	30.75
Employees other than BoD and KMP	645	4.08	19	4.60
Workers	663	2.60	Nil	NA

Note: (1) Median remuneration is calculated only for Executive Directors; Independent Directors receive sitting fees which is not included above. (2) Median remuneration of Key Managerial Personnel (KMP) employed for the entire year is provided. Median remuneration of KMP viz., Chief Financial Officer employed for part of the year is not provided.



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

Yes.

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

Any grievances concerning violations of human rights should be reported through the Grievance Policy Mechanism implemented by the Company. We ensure that all grievances received are thoroughly investigated, and appropriate actions are taken to resolve the issue or complaint. In cases where necessary, disciplinary actions are initiated as deemed fit.

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

	FY 2023			FY 2022		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour		Nil			Nil	
Wages						
Other human rights related issues						

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

The Company has implemented Whistle Blower Mechanism where any discrimination and harassment cases can be directly brought to the notice of the Audit Committee. The Company also ensures protection against discrimination for employees who make disclosures or raise concerns under Grievance Redressal Mechanism.

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

Yes.

**9. Assessments for the year**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	100%
Wages	
Others – please specify	

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

No significant risk were identified.

**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**

Parameter	FY 2023	FY 2022
Total electricity consumption (Giga Joules) (A)	42179	40249
Total fuel consumption (Giga Joules) (B)	4158	3954
Energy consumption through other sources (Giga Joules) (C)	6643	714
<b>Total energy consumption (Giga Joules) (A+B+C)</b>	<b>52980</b>	<b>44917</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (G/₹ crore)	48.39	47.28

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

No.

**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.**

Not Applicable

**3. Provide details of the following disclosures related to water.**

Parameter	FY 2023	FY 2022
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	532350	516988
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>532350</b>	<b>516988</b>
Total volume of water consumption (in kiloliters)	532350	516988
Water intensity per rupee of turnover (Water consumed / turnover)	4.86 per lakh turnover	5.44 per lakh turnover

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

Our manufacturing facilities have an effective zero liquid discharge mechanism. We have installed Sewage Treatment Plants (STPs) at both locations for processing sewage and canteen wastewater. The Hyderabad Plant has a STP capacity of 40 KLD, whereas the Aurangabad Plant has a capacity of 30 KLD.

The treated water is used for gardening on the site, contributing to a sustainable water management system. In addition, the sludge generated is carefully digested in a controlled wetland located within the STP. The dried sludge is used as a fertilizer, reducing waste while promoting eco-friendly practices.

### 5. Please provide details of air emissions (other than GHG emissions)

Parameter	Please specify unit	FY 2023	FY 2022
NOx	Kgs	99.41	147.36
SOx	Kgs	70.01	96.07
Particulate matter (PM)	Kgs	40.88	56.25
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		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. : No

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

Parameter	Please specify unit	FY 2023	FY 2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	313.14	284.75
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	9344.61	8841.94
<b>Total Scope 1 and Scope 2 emissions</b>	Metric tonnes of CO <sub>2</sub> equivalent	9657.75	9126.69
<b>Total Scope 1 and Scope 2 emission intensity per crore rupee of turnover</b>	Metric tons of CO <sub>2</sub> equivalent /Cr.	8.82	9.61

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 entity have any project related to reducing Green House Gas emission? If yes, then provide details

We have installed a 1MW solar plant at our Aurangabad plant. This initiative not only reduced our reliance on the traditional power grid but also prevented the greenhouse gas emissions of over 701 MT of CO<sub>2</sub> equivalent from electricity consumption in the previous fiscal year.

### 8. Provide details related to waste management

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	4.02	2.23
E-waste (B)	0.40	0.25
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.29	1.08
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (G)	5.25	1.91
Other Non-hazardous waste generated (H). (Break-up by composition i.e., by materials relevant to the sector)	28,399.68	28,092.29
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>28,409.64</b>	<b>28,097.76</b>

Parameter	FY 2023	FY 2022
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
a) Plastic waste	4.02	2.23
b) E-Waste	0.40	0.25
c) Construction and demolition waste	0.00	0.00
Total Recycled	4.42	2.48
(ii) Re-used	28,399.68	28,092.29
(iii) Other recovery operations	5.54	2.99
<b>Total</b>	<b>28,409.64</b>	<b>28,097.76</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

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

### 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.

In the endeavour to develop a sustainable ecosystem, we have been striving to create value by adopting 3R (Reduce, Reuse & Recycle) principles. At our manufacturing facilities, waste is categorized into hazardous and non-hazardous categories. Non-hazardous waste is further categorised as recyclable or non-recyclable. We manage waste in compliance with the OCP for Material Handling, with recyclable waste handled by state-authorized vendors who have been certified by the pollution control board. Battery recycling is facilitated by returning the batteries to the suppliers, whilst e-waste is processed by state-authorized recyclers. This necessitates a constant emphasis on three essential areas:

- Consuming less energy
- Recycling solid and liquid waste
- Recovering carbide, oils, and lubricants

### 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.

No. We do not have any office or plant location around ecologically sensitive areas.

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

None

**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.**

During the reporting period, there were no cases of non-compliance to applicable laws, regulations, guidelines in India. The Company is complying with all applicable environmental law/regulations/guidelines in India such as Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder.

S. 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
Not Applicable				

**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.**

5 (Five)

**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.	Federation of Telangana Chamber of Commerce and Industry (FTAPCI)	State
2.	Chamber of Marathwada Industries and Agriculture (CMIA)	State
3.	Engineering Export Promotion Council (EEPC)	National
4.	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
5.	Indo - German Chamber of Commerce (IGCC)	India and Germany

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

Nil

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

**Essential Indicators**

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

Not Applicable

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

Not Applicable.

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

Communities can reach out to the Company through mail or written communication for any grievances. The complaints or grievances received from Community is redressed by the respective Departments.

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

Particulars	FY 2023	FY2022
Directly sourced from MSMEs/Small Producers	2.04	1.42
Sourced directly from within the district and neighboring districts	1.42	1.04

**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.**

Upon receiving a customer complaint, we promptly register and acknowledge it. The Quality Assurance Department studies the issue, prepares an interim reply, and shares it with the Marketing Department within 48 hours. We coordinate with the customer, implement corrective actions, and monitor their effectiveness. Repairs/reworks are conducted as needed, and the Quality Department ensures thorough inspections. The respective departments follow up on recommended corrective actions. We are committed to delivering zero defect products

**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal.**

The Company manufactures electrical steel laminations, sub-assemblies for motor & generator cores, die-cast rotors and machined casted & fabricated parts and shafts. The customer uses these parts to build their final product. Therefore, product information is not applicable at this stage.

**3. Number of consumer complaint in respect of the following:**

	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

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

Yes. The Company has an internally available policy on cyber security.

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

Not applicable as there have been no reported incidents of such issues to date.