

September 08, 2025

To,  
The Listing Department  
**BSE Limited**  
Department of Corporate Affairs  
Phiroze Jeejeebhoy Towers, Dalal Street  
Mumbai, Maharashtra - 400 001

To,  
The Listing Department  
**National Stock Exchange of India Ltd.**  
Exchange Plaza, Plot No. C/1, G Block  
Bandra-Kurla Complex, Bandra (E)  
Mumbai, Maharashtra - 400 051

Dear Sir/Ma'am,

**Subject : Business Responsibility and Sustainability Report for the FY 2024-2025.**

**Reference : ISIN - INE02IJ01035; Scrip Id-544061; Scrip Code-AZAD**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2024-2025, which forms part of the Annual Report for the financial year 2024-2025.

The BRSR is also uploaded on the Company's website and can be accessed at: <https://azad.in/company-announcements/>

You are requested to please take the same in your record.

Thanking you,

Yours truly,

**For Azad Engineering Limited**



**Ful Kumar Gautam**  
(Company Secretary & Compliance Officer)  
Membership No.: F13688

**Encl.: As Above**

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity	
1. Corporate Identity Number (CIN) of the Listed Entity	L74210TG1983PLC004132
2. Name of the Listed Entity	Azad Engineering Limited
3. Year of incorporation	1983
4. Registered office address	90/C, 90/D, Phase 1 I.D.A, Jeedimetla, Hyderabad 500055, Telangana India
5. Corporate address	90/C, 90/D, Phase 1 I.D.A, Jeedimetla, Hyderabad 500055, Telangana, India
6. E-mail	cs@azad.in
7. Telephone	91-40-2309 7007
8. Website	https://www.azad.in
9. Financial year for which reporting is being done	2024-2025
10. Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11. Paid-up Capital	Rs. 129.16 Million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ful Kumar Gautam, 7093916512 cs@azad.in
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).	Reporting on the Standalone basis (Only for the entity)
14. Name of assurance provider	No
15. Type of assurance obtained	NA

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Energy	79.20%
2	Manufacturing	Aerospace & Defence	17.80%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Airfoil/Blade	2811	58.62%
2	Non-airfoil	2811	38.39%

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

Location	Number of plants	Number of offices	Total
National	6	1	7
International	0	0	0

## 19. Markets served by the entity:

### a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	17
	Percentage
b. is the contribution of exports as a percentage of the total turnover of the entity?	91.94

### c. A brief on types of customers

Our customers include global OEMs across the energy, aerospace and defence, and oil and gas industries.

## 20. Details as at the end of the Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	536	527	98.32%	9	1.68%
2	Other than Permanent ( E)	-	-	-	-	-
3	<b>Total employees (D + E)</b>	<b>536</b>	<b>527</b>	<b>98.32%</b>	<b>9</b>	<b>1.68%</b>
WORKERS						
4	Permanent (F)	905	886	97.90%	19	2.10%
5	Other than Permanent (G)	361	335	92.80%	26	7.20%
6	<b>Total workers (F + G)</b>	<b>1,266</b>	<b>1,221</b>	<b>96.45%</b>	<b>45</b>	<b>3.55%</b>

### b. Differently abled Employees and workers: ( Not applicable)

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

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
<b>Board of Directors</b>	<b>8</b>	2	25.00%
<b>Key Management Personnel</b>	<b>10</b>	1	10.00%

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	52.40%	19.23%	49.49%	12.00%	0.00%	12.00%	14.00%	1.00%	15.00%
<b>Permanent Workers</b>	27.70%	18.18%	27.65%	45.00%	0.00%	45.00%	45.00%	0.00%	45.00%

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

### 23. (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 at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Azad VTC Private Limited	Subsidiary	99.98	No
2	Azad Prime Private Limited	Subsidiary	100%	No

## VI. CSR Details

### 24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	4,529.28 Million
(iii) Net worth (in Rs.)	14,176.03 Million

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Redressal	FY 2024-25			FY 2023-24		
			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, <a href="https://www.azad.in/wp-content/uploads/2024/02/VigilMechanism-Policy.pdf">https://www.azad.in/wp-content/uploads/2024/02/VigilMechanism-Policy.pdf</a>	-	-	-	There were no complaints/ grievances received from any specific community	-	-	There were no complaints/ grievances received from any specific community
Investors (other than shareholders)	Yes, <a href="https://www.azad.in/contact/">https://www.azad.in/contact/</a>	in/	27	-	-	94	-	-
Shareholders	Yes, <a href="https://www.azad.in/contact/">https://www.azad.in/contact/</a>	in/	-	-	-	-	-	-
Employees and workers	Yes, <a href="https://www.azad.in/wp-content/uploads/2024/02/VigilMechanism-Policy.pdf">https://www.azad.in/wp-content/uploads/2024/02/VigilMechanism-Policy.pdf</a>	-	-	-	No complaints	120	120	This is Routine Compliance Regarding KYC and Attendance Regularization

Stakeholder group from whom complaint is received	Grievance Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Redressal	FY 2024-25			FY 2023-24		
			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
Customers	Yes, The company has a dedicated helpline number (+91-040-2309 7007, 8008) and email info@azad.in which address and resolves all customer Grievances. In addition, the Company responds to customer concerns that it sent to quality & projects teams.		-	-	-	-	-	
Value Chain Partners	Yes, <a href="https://www.azad.in/wp-content/uploads/2024/02/VigilMechanism-Policy.pdf">https://www.azad.in/wp-content/uploads/2024/02/VigilMechanism-Policy.pdf</a>		-	-	There were no complaints/ grievances received from the value chain partners of the Company	-	-	- There were no complaints/ grievances received from the value chain partners of the Company
Other (please specify)	NA		-	-	-	-	-	

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy efficiency & carbon emissions	Risk	Operations involve precision engineering and high energy use; global clients expect reduction commitments.	Transition to renewable energy-efficient power, and process optimization.	Short-term increase in capital expenditure ; long-term savings and eligibility for green supply chains .
2	Occupational health & safety	Risk	Aerospace and turbine component manufacturing involves heavy machinery; accidents can disrupt production and reputation.	Strict EHS (Environment, Health & Safety) protocols, employee training, and workplace safety audits.	Reduced downtime and accident costs ; compliance and expenditure .
3	Supply chain sustainability	Risk/Opportunity	Dependency on alloys/metals and global suppliers; ESG compliance by OEM clients makes sustainable sourcing critical.	Supplier audits, preference for certified vendors, business diversification of sourcing base.	Enhanced resilience and continuity ; higher sourcing costs in the short run .
4	Technology & product innovation	Opportunity	Clients in aerospace/defense increasingly demand lightweight, efficient, and sustainable components.	Investment in R&D, advanced machining, and science innovations.	Opens new markets, higher margins, and premium positioning with global OEMs .
5	Waste management & pollution control	Risk	Improper disposal of metal scrap, coolant oils, and industrial waste may lead to environmental penalties.	Recycling scrap, hazardous waste disposal through authorized vendors, and closed-loop systems.	Compliance costs but reduced regulatory risk and improved ESG ratings .
6	Human capital development	Opportunity	Skilled workforce is key for aerospace/defense sector; attrition or lack of skills poses risk.	Training, retention programs, employee engagement hiring initiatives.	Improved productivity, reduced costs, and stronger employer brand .

## 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 your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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
c. Web Link of the Policies, if available	https://www.azad.in/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<div><div>1.</div><div>AS9100D and ISO 9001:2015 (technically equivalent to EN9100:2018 and JISQ9100:2016) for Manufacturing of forged, heat treated and precision machined components for aviation, space, and defence applications.</div></div> <div><div>2.</div><div>AS9100D and ISO 9001:2015 (technically equivalent to EN9100:2018 and JISQ9100:2016) for Forged, Heat treated and machined components for Engineering Application.</div></div> <div><div>2.</div><div>NADCAP Fluid Distribution Systems.</div></div> <div><div>3.</div><div>ISO/IEC 27001 : 2013 for Information Security Management System.</div></div> <div><div>4.</div><div>ISO 9001:2015 for Manufacturing of Precision machined components Manufacturing of Forged, Heat treated and Precision Machined Components.</div></div> <div><div>5.</div><div>ISO 14001:2015 for Environmental Management System standard.</div></div> <div><div>6.</div><div>ISO 45001:2018 for Occupational Health and Safety Management System standard.</div></div> <div><div>7.</div><div>NABL ISO/IEC 17025:2017 for General Requirements for the Competence of Testing &amp; Calibration Laboratories.</div></div>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Pending								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Pending								
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).	Pending								



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

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). The CSR committee of the board is responsible for taking decisions on sustainability related issues. If yes, provide details.

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action.	Policies wherever stated have been approved by the Board/Committees of Board/Senior Management of the Company. Policies are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on a need basis whichever is earlier and necessary updates are made to the policies																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliance.	The Company has necessary procedures in place to ensure the compliance with all relevant regulations and the Board of Directors periodically reviews the same.																	

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

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
NO, The Company has necessary procedures in place to ensure the compliance with all relevant regulations and the Board of Directors periodically reviews the same.									

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### 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	No. of persons to whom such training has been given	Total number of persons in respective category	%age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	5	SEBI Regulations, Corporate Governance, Business strategy, Sustainability, Cyber security	8	8	100.00%
<b>Key Managerial Personnel</b>	5	SEBI Regulations, Corporate Governance, Business strategy, Sustainability, Cyber security	6	6	100.00%
<b>Employees other than BoD and KMPs</b>	45	Training on Cyber Security, IT Governance & Cyber laws, Conflict Management, Corruption and Bribery Prevention, Material related , information awareness , first aid	599	599	100.00%
<b>Workers</b>	35	Product safety, visual inspection , zero defect plan, Hazard Identification & Risk Assessment (HIRA), Safety related	538	538	100.00%

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

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



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

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
NA	NA

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

The entity adheres to ethical business practices and complies with applicable laws and regulations. The management is in the process of formulating a formal policy to strengthen its governance framework.

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

	FY 25 Current Financial year	FY 24 Previous Financial year
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 25 Current Financial year		FY 24 Previous Financial year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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

Not applicable, as there were no such cases of corruption and conflict of interest.

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 25 Current Financial year	FY 24 Previous Financial year
Number of days of accounts payables	255	193
Days of accounts payables = (Accounts payable*365) / Cost of goods/services procured		
Note : Comparitives for the FY 23-24 have been corrected		

## 9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 25 Current Financial year	FY 24 Previous Financial year
<b>Concentration of Purchases</b>	a. Sales to dealers / distributors as % of total sales	Not applicable as the Company does not provide its products through dealers/distributor	Not applicable as the Company does not provide its products through dealers/distributor
	b. Number of dealers / distributors to whom sales are made	Not applicable as the Company does not provide its products through dealers/distributor	Not applicable as the Company does not provide its products through dealers/distributor
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not applicable as the Company does not provide its products through dealers/distributor	Not applicable as the Company does not provide its products through dealers/distributor
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	Not applicable as the Company does not provide its products through dealers/distributor	Not applicable as the Company does not provide its products through dealers/distributor
	b. Number of dealers / distributors to whom sales are made	Not applicable as the Company does not provide its products through dealers/distributor	Not applicable as the Company does not provide its products through dealers/distributor
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not applicable as the Company does not provide its products through dealers/distributor	Not applicable as the Company does not provide its products through dealers/distributor
<b>Share of RPTs in</b>	a. Purchases (purchases with related parties/Total purchases)	0%	1.86%
	b. Sales (Sales to related parties / Total Sales)	4.95%	2.67%
	c. VLoans and advances*(Loans and advances given to related parties/Total loans and advances)	0.94%	0%
	d. Investments* (Investments in related parties/Total investments made)	0%	0%

Investments and Loans& Advances does not include in subsidiary

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.**

	<b>FY 25 Current Financial year</b>	<b>FY 24 Previous Financial year</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	0	0	The company is in the process of making investments in R&D , in specific technologies to improve the enviromental and social impacts of products and processes
Capex	0	0	The company is in the process of making investments in Capex , in specific technologies to improve the enviromental and social impacts of products and processes

2. **Sustainable Sourcing a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

- a) Sustainable sourcing procedures are not applicable to our business, as our primary raw materials are metals and alloys.
- b) More than 90% of raw materials are sourced from well known and established Steel manufacturers in India. Who in turn are required to make the product sustainable

3. **Describe the processes in place to reclaim products for reusing, recycling, and disposing at the end of life for**

- A. Plastics ( Including Packaging ): plastics is not generated , as out supplies are directly to OEMs,
- B. E-waste: E-waste is processed through authorized reprocessor as per PCB Norms
- C. hazardous Waste: Harardous waste is processed through authorized reprocessor as per JETL, GEIPL Norms
- D. Other waste : NA

**Extended Producer Responsibility (EPR) 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, steps taken to address the same.**

The Extended Producer Responsibility is not applicable since the Company does not qualify to be a Producer under the Plastic Waste Management Rules, 2016.

## Principle 2.

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.**

	<b>FY 2024-25</b>	<b>FY 2023-24</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	0	0	
Capex	0%	0	

	<b>FY 2024-25</b>		<b>FY 2023-24</b>	
	<b>Total Investment</b>	<b>Investments in specific technologies to improve the environmental and social impacts of product and processes</b>	<b>Total Investment</b>	<b>Investments in specific technologies to improve the environmental and social impacts of product and processes</b>
<b>R&amp;D</b>			0	0
<b>Capex</b>				

2. **Sustainable Sourcing a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

No, sustainable sourcing procedures are not applicable to our business, as our primary raw materials are metals and alloys. Further, our operations do not fall under the 'Red Category' of the Pollution Control Board, hence sustainable sourcing practices are not material in the context of our business model."

3. Describe the processes in place to reclaim products for reusing, recycling, and disposing at the end of life for a. Plastics ( Including Packaging ) b. E-Waste c. Hazardous waste d. other waste

A: Plastics is not generated we supply directly to OEM

B: E-waste processed through authorized reprocessor as per PCB Norms

C: Harardous waste processed through authorized reprocessor as per JETL, GEIPL Norms

D: NA

Extended Producer Responsibility (EPR) 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, steps taken to address the same.

No

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

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

Category	% of employees covered by						
	Total (A)	Health insurance		Accident insurance		Day Care facilities	Paternity
		Number (B)	% (B / A)	Number (C)	% (C / A)	Benefits	benefits
						% (F / A)	Number (F)
		Number (E)	% (D / A)	Number (D)			
Permanent employees							
Male	527	287	54.46%	287	54.46%		---
Female	9	6	66.67%	6	66.67%		---
Total	536	293	54.66%	293	54.66%		-0-0-0
Other than Permanent employees							
Male	0	0	-	0	-		---
Female	0	0	-	0	-		---
Total	0	0	-	0	-		-0-0-0

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

Category	% of workers covered by					
	Total (A)	Health insurance		Accident insurance		Day Care facilitiesPaternity BenefitsMaternity benefits
		Number (B)	% (B / A)	Number (C)	% (C / A)	% (F / A)Number (F)% (E / A)Number (E)% (D / A)Number (D)
Permanent workers						
Male	886	371	41.87%	371	41.87%	---
Female	19	0	0.00%	0	0.00%	---
Total	905	371	40.99%	371	40.99%	-0-0-0
Other than Permanent workers						
Male	0		#DIV/0!		-	---
Female	0		#DIV/0!		-	---
Total	0	0	#DIV/0!	0	-	-0-0-0

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format**

	<b>FY 25 Current Financial Year</b>	<b>FY 24 Previous Financial Year</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.16%	0.25%

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

<b>Benefits</b>	<b>FY 25Current Financial Year</b>			<b>FY 24Previous Financial Year</b>		
	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>
PF	50%	68%	Yes	17.00%	67.00%	Yes
Gratuity	0%	2%	Yes	0.00%	13.00%	Yes
ESI	4%	45%	Yes	4.00%	46.00%	Yes
Others – please specify	NA	0				

**3. Accessibility of workplaces**

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

While the entity currently does not have any differently abled employees or workers, it is committed to fostering an inclusive and accessible workplace for all. Necessary improvements are being planned to ensure that the workplace remains welcoming and supportive for all individuals, irrespective of ability.

**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.**

While the entity currently does not have any differently abled employees or workers, it is committed to fostering an inclusive and accessible workplace for all. Necessary improvements are being planned to ensure that the workplace remains welcoming and supportive for all individuals, irrespective of ability.

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

<b>Gender</b>	<b>Permanent employees</b>		<b>Permanent workers</b>	
	<b>Return to work rate</b>	<b>Retention rate</b>	<b>Return to work rate</b>	<b>Retention rate</b>
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	NA	NA	NA	NA

**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.**

<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
Permanent Workers
Other than Permanent Workers
Permanent Employees
Other than Permanent Employees

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

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>						
- Male	NA	NA	0	NA	NA	0
- Female	NA	NA	0	NA	NA	0
<b>Total Permanent Workers</b>						
- Male	NA	NA	0	NA	NA	0.00%
- Female	0	NA	0	NA	NA	0.00%

**8. Details of training given to employees and workers on health & safety measures and on skill upgradation**

Category	FY 25 Current Financial Year					FY 24 Previous Financial Year			
	Total (A)	On Health and safety measures		On Skill upgradation		On Skill upgradationOn Health and safety measures		Total (D)	
		No. (B)	% (B / A)	No.(C)	% (C / A)	No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>									
Male	527	523	99.24%	360	68.31%	-	-	-	-
Female	9	0	0.00%	18	200.00%	-	-	-	-
<b>Total</b>	<b>536</b>	<b>523</b>	<b>97.57%</b>	<b>378</b>	<b>70.52%</b>	-	-	-	-
<b>Workers</b>									
Male	1,221	0	0.00%		0.00%	-	-	-	-
Female	45	0	0.00%		0.00%	-	-	-	-
<b>Total</b>	<b>1266</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	-	-	-	-

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

Category	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	527	527	100.00%	-	-	-
Female	9	9	100.00%	-	-	-
<b>Total</b>	<b>536</b>	<b>536</b>	<b>100.00%</b>	-	-	-
<b>Workers</b>						
Male	1,221	1,221	100.00%	-	-	-
Female	45	45	100.00%	-	-	-
<b>Total</b>	<b>1,266</b>	<b>1,266</b>	<b>100.00%</b>	-	-	-

**10. Health and safety management system:**

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

Yes, under the standards of ISO 9001:2015 and ISO 45001:2018

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

Hazard Identification Methods  
 Workplace Inspections  
 Job Safety Analysis (JSA) / Job Hazard Analysis (JHA)  
 Hazard Identification and Risk Assessment (HIRA)  
 Permit-to-Work System (PTW)  
 Near-Miss / Incident Reporting  
 Emergency Drills & Mock Exercises

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

Yes, Workers are encouraged to report unsafe acts, conditions, or hazards through Near Miss / Hazard Reporting, Toolbox Talks & Safety Meetings, Suggestion Boxes, EHS team and supervisors are responsible for timely investigation and corrective action on reported hazards.

**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**

Safety Incident/Number	Category	FY 25 Current Financial Year	FY 24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Workplace safety is maintained through inspections, JSA/JHA, and HIRA to identify and control risks. High-risk tasks follow the Permit-to-Work (PTW) system, while near-miss/incident reporting helps prevent accidents. Regular emergency drills and mock exercises ensure preparedness for emergencies.

**13. Number of Complaints made by employees and workers:**

	FY 25 Current Financial Year			FY 24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	8	8		0	0	
Health & Safety	2	2		0	0	

**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	100.00%
Working Conditions	100.00%



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

There are no safety related incidents/ risks / concerns arising from assessments of health and safety practices and working conditions

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

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

The process of identifying key stakeholder groups involves mapping all parties who are directly or indirectly affected by the entity's operations, such as employees, customers, investors, suppliers, regulators, and the community.

The company then prioritizes stakeholders critical to its business sustainability and value creation, while ensuring continuous monitoring and engagement to address evolving needs and maintain transparency.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency of engagement (Annually/Half yearly/Quarterly/ Others - please specify).	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Shareholders & Investors (other than shareholders)	No	Email, Website , Quarterly Publications of results, Newspaper advertisements, Analyst/ Investor calls , Annual General meetings , Stock Exchange Intimations	Annually / Half yearly / Quarterly/ Event Based	Compliance / Government practices /Update on business/ Financial and operation performance
Employees and workers	No	Emails, phone calls, SMS , meeting , notice board & training programmes	Regular	Day to day activities / Conduct of business / Trainings / Addressing concerns / Operations efficiency cy / Health and safety activities
Communities	Yes	Physical meetings / Reveiws / Assessments	Event Based	CSR programmes and other initiatives/ Engagement with communities with CSR activities , Addressing concerns of surrounding communitites
Customers & Value chain partner	No	Email , meetings , Phone calls , Websites	Regular	Product quality and availability , timely delivery and payments , responsiveness to customer needs , customer satisfaction
Government and regulatory bodies	No	Filing and submissions , engagements during visits to our facilities , mail and website	Event Based	Compliance with applicable laws and regulations

## PRINCIPLE 5 Businesses should respect and promote human rights

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	536	0	0.00%			-
Other than permanent	0	0	0.00%			-
<b>Total Employees</b>	<b>536</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>-</b>
<b>Workers</b>						
Permanent	905	59	6.52%			-
Other than permanent	361	0	0.00%			-
<b>Total Workers</b>	<b>1266</b>	<b>59</b>	<b>4.66%</b>	<b>0</b>	<b>0</b>	<b>-</b>

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

Category	FY 2024-25				FY 2024-25			
	Total (A)	Equal to Minimum Wage		Equal to Minimum Wage	Total (D)	Equal to Minimum Wage		Equal to Minimum Wage
		No. (B)	% (B / A)	No. (C) % (C / A)		No. (E)	% (E / D)	No. (F) % (F / D)
<b>Employees</b>								
<b>Permanent</b>								
Male	527	527	100.00%	0.00%	329	0.00%	329	100.00%
Female	9	9	100.00%	0.00%	26	0.00%	26	100.00%
<b>Other than Permanent</b>								
Male	-	-	#DIV/0!	#DIV/0!	0	#DIV/0!		
Female	-	-	#DIV/0!	#DIV/0!	0	#DIV/0!		
<b>Workers</b>								
<b>Permanent</b>								
Male	886	886	100.00%	0.00%	850	0.00%	850	100.00%
Female	19	19	100.00%	0.00%	7	0.00%	7	100.00%
<b>Other than Permanent</b>								
Male	335	335	100.00%	0.00%	223	0.00%	223	100.00%
Female	26	26	100.00%	0.00%	25	0.00%	25	100.00%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	3	0.30	1	0.30
Key Managerial Personnel	11		1	0.30
Employees other than BoD and KMP	527		9	
Workers	1,221		26	

#### b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.46%	2.00%
Gross Wages paid to females	12,71,388.0	8,98,420.0
Total Wages	5,16,92,615.0	3,39,44,243.0
<b>Percentage</b>	<b>2.46%</b>	<b>2.00%</b>

#### 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.

Online app - employees

Under factory act , written communication to the HR department

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

	FY 2024-25			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	
Discrimination at workplace	0	0	0	0	0	
Child Labour	0	0	0	0	0	
Forced Labour/Involuntary Labour	0	0	0	0	0	
Wages	0	0	0	0	0	
Other human rights related issues	0	0	0	0	0	

#### 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	-	0.00%
Complaints on POSH upheld	0	0

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

The Company has established an Internal Committee under the POSH Act to address complaints of sexual harassment and discrimination. Regular awareness and training programmes are conducted to sensitize employees. Confidentiality of complainants is strictly maintained, and protection mechanisms are in place to ensure that no retaliatory action or adverse consequence is faced by the complainant.

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

Yes

## 10. Assessments for the year:

	Total Number of plants & offices	Number of plants and offices that were assessed (By entity)	Number of plants and offices that were assessed (By statutory authorities)	Number of plants and offices that were assessed (By third parties)	No. of your plants and offices that were assessed (by entity or statutory authorities or third parties).	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	7	0	0	0	0	100%
Forced/involuntary labour	7	0	0	0	0	100%
Sexual harassment	7	0	0	0	0	100%
Discrimination at workplace	7	0	0	0	0	100%
Wages	7	0	0	0	0	100%
Others – please specify	7	0	0	0	0	100%

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

Not applicable

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	1,78,31,898	1,40,89,847
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>	1,78,31,898	1,40,89,847
<b>From non-renewable sources</b>		
Total electricity consumption (D)	64	51
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)		-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	64	51
<b>Total energy consumed (A+B+C+D+E+F)</b>	1,78,31,962	1,40,89,898

Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)

Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)

Energy intensity in terms of physical output Energy 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.

#### Total electricity consumption (D)

Financial Year	Units Consumed ( In KWH)	TJ	GJ
24-25	1,78,31,898	64.19	64,195
23-24	1,40,89,847	50.72344916	50,723

#### Sources

>1TJ=277777.77KWh

<https://www.unitconverters.net/energy/joule-to-kilowatt-hour.htm>

Total fuel consumption (E)		FY 24-25			
Material Description	Sum of Quantity	Unit of measurement	Capacity	Consumption	Giga Joules*
LPG COMMERCIAL GAS CYLINDERS		KG		-	-
High Speed Diesel		Ltrs		-	-
Other Fuels					
<b>Grand Total</b>	-			-	-

Total fuel consumption (E)		FY 23-24			
Material Description	Sum of Quantity	Unit of measurement	Capacity	Consumption	Giga Joules*
LPG COMMERCIAL GAS CYLINDERS		KG		-	-
High Speed Diesel		Ltrs		-	-
Other Fuels					
<b>Grand Total</b>	-			-	-

- 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, the remedial action taken, if any.
- Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	71	62
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others	1735	1567.5
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1806	1629.5
<b>Total volume of water consumption (in kilolitres)</b>	0	0

Water intensity per rupee of turnover

(Total water consumption / Revenue from operations)

Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)

(Total water consumption / Revenue from operations adjusted for PPP)

Water intensity in terms of physical output

Water intensity (optional) – the relevant metric may be selected by the entity

**Total volume of water consumption (in kilolitres)**

Particular	24-25	23-24
Plant-Process		
Plant-Domestic		
Mines-Process		
Mines-Domestic		
CPP-Process		
CPP-Domestic		
<b>Total</b>	<b>0</b>	<b>0</b>

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
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		
<b>Total water discharged (in kilolitres)</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.

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

Not applicable

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx		15	15.6
		Test Method: IS 5182: P 06:	Test Method: IS 5182: P 23:
		2006, RA 2017	2006, RA 2017
SOx		11	12.4
		Test Method: IS 5182: P 2:	Test Method: IS 5182: P 2:
		2001, RA 2017	2001, RA 2017
Particulate matter (PM)		33	32
		Test Method: IS 5182 P-24:	Test Method: IS 5182 P-24:
		2019	2019
Persistent organic pollutants (POP)			NA
Volatile organic compounds (VOC)			NA
Hazardous air pollutants (HAP)			NA

Others – please specify

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	0	
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	13287.875	
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)</b>			
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)</b>			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
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.



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

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	0.41	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A+B + C + D + E + F + G + H)</b>	0.41	0
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity		
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	0	0
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>	0	0

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.

10. 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.

Raw material is the steel. No other hazardous and toxic chemicals are being used in the products

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

not applicatble

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not applicable

13. 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:

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	Not applicable	Not applicable
		Not applicable	Not applicable	Not applicable

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

- Number of affiliations with trade and industry chambers/ associations.
- 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 INDIAN CHAMBERS OF COMMERCE AND INDUSTRY	India
2	FEDERATION OF TELANGANA CHAMBERS OF COMMERCE AND INDUSTRY	Telangana/Andhra Pradesh

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

Name of authority	Brief of the case	Corrective action taken
Not applicable	Not applicable	Not applicable
Not applicable	Not applicable	Not applicable

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA					
NA	NA					

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

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	26.53632027	5%
Directly from within India	0	37

  

Particulars	FY 23-24	FY 22-23
Total Purchases	1,130	945
Total Services	-	-
<b>Total Inputs</b>	<b>1,130</b>	<b>945</b>
Purchase from MSMEs	300	209
Services from MSMEs	-	-
<b>Total Inputs from MSMEs</b>	<b>300</b>	<b>209</b>
Purchase from within India	-	-
Services from within India	-	-
<b>Total Inputs procured within India</b>	<b>-</b>	<b>-</b>

*\*'Input material' - includes all types of procurement such as raw material, spares, services, capex procurement items etc.*

**5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2024-25	FY 2023-24
Rural	0%	20%
Semi-urban	0%	18%
Urban	0%	40%
Metropolitan	100%	22%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2024-25		FY 2024-25	
	Total wages paid to the persons employed in the respective category	Wages paid as a % of total wages paid	Total wages paid to the persons employed in the respective category	Wages paid as a % of total wages paid
Rural		0%		#DIV/0!
Semi-urban		0%		#DIV/0!
Urban		0%		#DIV/0!
Metropolitan	5,16,92,615	100%		#DIV/0!
<b>Total Wages paid</b>	5,16,92,615	100%	<b>0</b>	#DIV/0!

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

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company receives customers' queries and complaints through various channels, including voice calls, emails, mobile, and chat. The First Call Resolution (FCR) is provided wherever possible and in case the complaint is not FCR, the request has been raised and tagged internally to ensure close tracking of complaints and queries. If the client is not satisfied with the resolution provided, then the complaint is thereafter discussed with the concerned internal stakeholders for effective closure to the satisfaction of the consumer. The average span of closure is within 48 hours.

**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	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber- security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other (product related)	0	0	0	0	0	0

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

	Number	Reasons for Recall
Voluntary recalls	0	NA
Forced recalls	0	NA

**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, <https://www.azad.in/policies/>

**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

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches**

0

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

NA

**c. Impact, if any, of the data breaches**

NA

NA