

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

The Business Responsibility & Sustainability Reporting (BRSR) framework serves as vehicle offering shareholder a comprehensive view of the Company's Environment, Social and Governance (ESG) performance. Kabra is committed to sustainable performance and evaluate not only environmental performance but also other ESG metrics like diversity and inclusion, as well as transparency in leadership.

Aligned with Regulations 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, our BRSR includes responses to our practice and performance on key principals.

### Section A: General Disclosures

#### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L28900MH1982PLC028535
2	Name of the Listed Entity	Kabra Extrusientechnik Limited
3	Date of incorporation	21-10-1982
4	Registered office address	Fortune Terraces, B-Wing, 10th Floor, Opp. Citi Mall, New Link Road, Andheri (West), Mumbai - 400 053.
5	Corporate address	Fortune Terraces, B-Wing, 10th Floor, Opp. Citi Mall, New Link Road, Andheri (West), Mumbai - 400 053.
6	E-mail	ket_sd@kolsitegroup.com
7	Telephone	+91 22 2673 4822
8	Website	www.kolsite.com
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs.17,48,64,180 divided into 3,49,72,836 Equity Shares of Rs. 5 each fully paid up
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shilpa Rathi, Company Secretary Telephone: +91 22 2673 4822 Email: ket_sd@kolsitegroup.com
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).	Standalone basis
14	Whether the Company has undertaken reasonable assurance of the BRSR code	No
15	Name of assurance provider	--
16	Type of assurance obtained	--

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
01	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment	100%

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

Sr. No	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing machinery for the manufacture of products of plastics.	28292	74.08%
2	Manufacture of parts and accessories such as separators containers etc	27202	25.92%

#### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	9	12
International	0	0	0

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	107

b. What is the contribution of exports as a percentage of the total turnover of the entity?: 13.65%

c. A brief on types of customers: In Extrusion Division the Company serves Plastic Pipe and Plastic film manufacturers and in GEON (Formerly Battrix) Division the Company serves electric Vehicle manufacturers.

#### IV. Employees

21. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	478	453	94.76%	25	5.23%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	478	453	94.76%	25	5.23%
WORKERS						
4.	Permanent (F)	141	141	100%	0	0
5.	Other than Permanent (G)	159	159	100%	0	0
6.	<b>Total workers (F + G)</b>	300	300	100%	0	0

b. Differently abled Employees and workers:

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

22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	3	1	33.33%

## 23. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	41.4%	32.5%	41.5%	18.72%	35.71%	17.10%	9.56%	0%	9.56%
<b>Permanent Workers</b>	5.4%	-	5.4%	2.51%	-	2.51%	1.06%	0%	1.06%

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

## 24. (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	Kabra Mecanor Belling Technik Private Limited	Subsidiary Company	69.98%	No
2	Varos Technology Private Limited	Subsidiary Company	100%	No
3	Kabra Energy Private Limited	Subsidiary Company	100%	No
4	Penta Auto feeding India Limited*	Associate Company	49.94%	No

\* Penta Auto Feeding India Limited has ceased to be the Associate Company with effect from 06-02-2025.

## VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in Rs.): 47,684.69 Lakhs
- (iii) Net worth (in Rs.): 46,535.29 Lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaints is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.kolsite.com/code-and-policy.php">https://www.kolsite.com/code-and-policy.php</a>	0	0	Nil	0	0	Nil
Investors (Other than shareholder)		0	0		0	0	
Shareholders		0	0		3	0	
Employees and Workers		0	0		0	0	
Customers		2	0		0	0	
Value Chain Partners		0	0		0	0	
Other (please specify)		0	0		0	0	

## 27. 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	Risk / Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	Approach to Adapt or Mitigate	Financial Implications
1	Technology Advancement – Upgradation & Obsolescence	Risk	Technology in EV and manufacturing evolves rapidly. Delayed upgradation can affect efficiency and product competitiveness.	The Company monitors technological trends and evaluates upgrades based on business feasibility and customer needs.	Negative
2	Technology Used for Reduction of Power Consumption	Opportunity	Using energy-efficient machines helps in saving cost and improving sustainability performance.	The Company is assessing high-efficiency equipment and operational improvements to optimize energy usage.	Positive
3	Recycling / Disposal of Waste	Risk / Opportunity	Improper waste disposal can attract penalties and impact the environment. Efficient disposal improves compliance and brand value.	The Company strives to follow waste management norms and works with authorized recyclers as applicable.	Positive / Negative
4	Safety Risk (Batteries / Operations)	Risk	Manufacturing and battery operations carry risk of accidents if not properly managed.	The Company maintains standard safety protocols and continuously reviews its practices for improvement.	Negative
5	Impact of Government Policies and Incentives on EV Adoption	Opportunity	Changes in subsidies, tax breaks, and EV policy direction at national/state levels significantly influence EV demand.	The Company keeps abreast of policy changes and evaluates business impact to align product strategies and pricing	Positive
6	AI-Driven Process Optimization in Manufacturing (Both Divisions)	Opportunity	Use of AI and data analytics can reduce downtime, improve precision, and minimize wastage in production.	The Company is assessing potential applications of AI and related technologies to improve production outcomes, subject to feasibility and business priorities.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</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	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y/N	N	Y	N	N	Y	Y
	c. Web Link of the Policies, if available	All the Board approved policies are available on <a href="https://www.kolsite.com/code-and-policy.php">https://www.kolsite.com/code-and-policy.php</a> Others management approved policies are available on Company's internal network.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	N	N	Y	Y	N	N	N

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	The Company's Extrusion division plants in Daman are certified with ISO 9001: 2015 and Geon division plant in Pune is certified with IATF 16949 ISO 14001 and 45001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

#### Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:  Kabra Extrusientechnik Limited is committed to make the business sustainable and socially responsible. We are dedicated to adopting new technologies to automate process, reduce energy and water consumption and enhance safety across our operations. Our capacity expansion plans will also create jobs for all strata of society in inclusive manner.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Anand S. Kabra, Vice Chairman and Managing Director
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. No

#### 10. Details of Review of NGRBCs by the Company: (BM)

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	Board/ Board Committee									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any Non-compliances	Board of Directors									Annually								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										No								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: Yes : **Not Applicable since the policies of the Company cover all Principles on NGRBCs**

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)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes help	Topics / principles covered under the training and it's impact	%age of persons in respective category covered by the awareness programmes
Board Directors and Key Managerial Personnel	4	The Company conducts wide ranging topics including industry development and its outlook, Corporate Governance, Corporate Social Responsibility, and various other regulatory updates.	100%
Employees other than BoD and KMPs	6	Training is imparted on various subjects around Health and Safety, Fire Safety, Ethical Culture, Human Rights, Product Quality	100%
Workers	14	Workers undergo training on topics such as technical, soft skills, Human Rights, Skill development programmes	100%

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

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	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.	Commercial Tax Officer, Bangaluru	Penalty Rs. 1250/- along with Interest of Rs. 1751/-	on account of delay in payment of professional tax under the Karnataka Tax on Professions, Trades, Callings and Employments (KTPTC&E) Tax Act, 1976	No
		District Consumer Forum, Rajnandgaon, Chhattisgarh	Rs.3,33,000/- along with interest.	As per the Order passed by District Consumer Forum, the Company was liable to pay compensation to the respondent.	Yes
Settlement	N.A.				
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	Nil			
Punishment				

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
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, Code of Ethics is available at <https://www.kolsite.com/code-and-policy.php>
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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (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**
8. No. of days of Accounts payables

	FY (2024-25)	FY (2023-24)
i) Accounts payable * 365 days	2702441.75	29,50,820.60
ii) Cost of Goods/Services procured	34278.62	45361.93
iii) Number of days of accounts payables	79	65

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:

Parameters	Metrics	FY (2024-25)	FY (2023-24)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	14.04%	13.27 %
	b. Number of trading houses where purchases are made from	260	358
	c. Purchase from top 10 trading houses as % of total purchases from trading houses	48.52%	46.30 %
Concentration of Sales	a. Sales to dealers/ distributors to whom sales are made	0.18%	0.27 %
	b. Number of dealers / distributors to whom sales are made	25	30
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	95.96%	95.41 %
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	1.36%	2.74 %
	b. Sales (Sales to related parties / Total Sales)	0.33%	0.36 %
	c. Loans & Advances (Loans & advances given to related parties /Total loans and advances)	0.00%	0.00 %
	d. Investments (Investments in related parties / Total Investments made)	0.00%	0.00 %



## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

- 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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	0	0	0
Capex	0	0	0

- Does the entity have procedures in place for sustainable sourcing?(Yes/No): Yes
  - If yes, what percentage of inputs were sourced sustainably? 0%
- 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.:

**Scrap disposal done through authorized scrap resellers and they are in-turn recycling and disposing plastic/e-waste and hazardous waste**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Plastic waste is mostly generated during machine trials. These are sold to scrap vendors who have the necessary methods to recycle. Our plastic waste is well segregated.
b. E-Waste	Battery waste is disposed as per Battery Waste Management Rules.
c. Hazardous Waste	N.A
d. Other Waste	N.A

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No.): No.  
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

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

### Essential Indicators

- Details of measures for the well-being of employees:

Category	% of employees covered										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	453	453	100%	453	100%	0	0%	0	0%	0	0%
Female	25	25	100%	25	100%	1	4%	0	0%	0	0%
Total	478	478	100%	478	100%	1	4%	0	0%	0	0%
Other Than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%



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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	141	141	100%	141	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	141	141	100%	141	100%	0	0%	0	0%	0	0%
Other Than Parmanent employees											
Male	159	159	100%	159	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	159	159	100%	159	100%	0	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 2024-25 Current financial year</b>	<b>FY 2023-24 Previous Financial Year</b>
Cost incurred on well-being measures as a% of total revenue of the Company	0.1 %	0.1 %

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0.2%	0.2%	Y	4%	10%	Y
Others – please specify	-	-	-	-	-	-

## 3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? 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, <https://www.kolsite.com/code-and-policy.php>

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

	Permanent Employees		Permanent Workers	
Gender	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	NA	NA	NA	NA
Female	100%	NA	NA	NA
<b>Total</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes. The Company has established Grievance Redressal Procedure which is available to employees and workers. Employees, and stakeholders are encouraged to report practices or actions believed to be inappropriate or illegal, and all complaints are investigated with impartiality, prohibiting retaliation. Breaches are immediately stopped, and appropriate response measures implemented
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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 employee/ 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>	478	0	0%	399	0	0%
Male	453	0	0%	381	0	0%
Female	25	0	0%	18	0	0%
<b>Total Permanent Workers</b>	141	0	0%	160	0	0%
Male	141	0	0%	160	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
<b>Employees</b>										
Male	453	453	100%	453	100%	381	381	100%	381	100%
Female	25	25	100%	25	100%	18	18	100%	18	100%
<b>Total</b>	478	478	100%	478	100%	399	399	100%	399	100%
<b>Workers*</b>										
Male	300	300	100%	300	100%	294	294	100%	294	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	300	300	100%	300	100%	294	294	100%	294	100%

\*Includes other than permanent workers.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
<b>Employees</b>						
Male	453	453	100%	381	381	100%
Female	25	25	100%	18	18	100%
<b>Total</b>	478	478	100%	399	399	100%

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
<b>Workers</b>						
Male	300	300	100%	294	294	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>300</b>	<b>300</b>	<b>100%</b>	<b>294</b>	<b>294</b>	<b>100%</b>

## 10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage such system? Yes, The Company has Occupational health and Safety management system which covers all employees and workers.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
Through Monthly safety Committee Meetings.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. **Yes**
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**:  
**No**

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (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:

The Company has implemented framework to prioritize health and safety in workplace. Here are some of the measures taken to ensure a safe and healthy work environment :

- Work Permit System
- Workplace safety audit by competent persons
- Safety Committee Meetings
- Training to enhance safety
- Mock Drills to create awareness on emergencies

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	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 on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

There were no such incidences requiring corrective action.

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

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.  
We consider individuals, groups, institutions or entities that contribute to shaping our business that add value or constitute a core part of the business value chain as key stakeholders.
- 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	Channels of Communication	Frequency of engagement	Purpose and scope of engagement
Customers	No	Physical and virtual Meetings, calls, emails, SMS and website	As and when required	Your company engages with the Customer for Understanding their requirements and developing the product.
Employees	No	Physical and virtual Meetings, calls, emails, SMS and website	Daily	Through physical and electronic channels of communication, we aim to provide our employees an empowering workplace.
Investors	No	Physical and virtual Meetings, calls, emails, and website	Quarterly and need based	We update the investors regarding Business and financial performance and material events
Government Authorities	No	Physical and virtual Meetings, emails and submissions	As and when required	The Company engages with the Government authorities for regulatory filings and obtaining approval.
Local Community	No	Visits	As and when required	The Company engages with the community for Employment Opportunities and welfare activities

**PRINCIPLE 5 Businesses should respect and promote human rights**

**Essential Indicators**

- 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 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	478	478	100%	399	399	100%
Other than permanent	0	0	0.00%	0	0	100%
<b>Total Employees</b>	<b>478</b>	<b>478</b>	<b>100%</b>	<b>399</b>	<b>399</b>	<b>100%</b>
<b>Workers</b>						
Permanent	141	141	100%	160	160	100%
Other than permanent	159	159	100%	134	134	100%
<b>Total Workers</b>	<b>300</b>	<b>300</b>	<b>100%</b>	<b>294</b>	<b>294</b>	<b>100%</b>

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	478	0	0%	478	100%	399	0	0%	399	100%
Male	453	0	0%	453	100%	381	0	0%	381	100%
Female	25	0	0%	25	100%	18	0	0%	18	100%
<b>Other than permanent</b>	0	0	0%	0	0%	0	0	0%	0	100%
Male	0	0	0%	0	0%	0	0	0%	0	100%
Female	0	0	0%	0	0%	0	0	0%	0	100%
<b>Workers</b>										
<b>Permanent</b>	141	0	0%	141	100%	160	0	0%	160	100%
Male	141	0	0%	141	100%	0	0	0%	0	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than permanent</b>	159	0	0%	159	100%	134	0	0%	134	100%
Male	159	0	0%	159	100%	134	0	0%	134	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

(a) Median remuneration/wages: Annual

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	4,35,000	2	6146820
Key Managerial Personnel#	2	8636418	1	1544400
Employees other than BoD and KMP	449	783480	25	658780
Workers^	141	355380	0	-

\* BoDs include Executive Directors and Independent Directors

#KMP includes CEO, CFO and CS

^ Permanent Workers

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

Safety Incident/Number	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to female as % of total wages	5.62%	5.30%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? **Yes. The Company has designated HR Manager, who is entrusted with the responsibility of receiving and resolving any issue arising in this regard. In addition, the Director are responsible for addressing any human rights issues caused or contributed by the business.**
5. Describe the internal mechanisms in place to redress grievances related to human rights issues. **It is covered under the Grievance redressal policy**

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

	FY 2024-25 Current Financial Year			FY 2023-24 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
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
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	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. **The Company has a Sexual Harassment Avoidance Redressal policy in place, in accordance with which redressal committee have been formed to investigate and resolve complaints of sexual harassment. Regular awareness and trainings are given on the policies and a detailed complaint mechanism exists in the company.**
9. Do human rights requirements form part of your business agreements and contracts? : **Yes**
10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.: **Since there have been no issues highlighted, no corrective actions were required.**

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

##### A. EXTRUSION DIVISION

##### Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)*	FY 2023-24 (Previous Financial Year)*
Total electricity consumption (A) (GJ)	11,314 Gigajoules	9,603 Gigajoules
Total fuel consumption (B)	1,309 Gigajoules	1628 Gigajoules
Energy consumption through other sources (C)	308 Gigajoules #	302 Gigajoules#
<b>Total energy consumption (A+B+C)</b>	<b>12,932 Gigajoules</b>	<b>11,533 Gigajoules</b>

Parameter	FY 2024-25 (Current Financial Year)*	FY 2023-24 (Previous Financial Year)*
<b>From non-renewable sources</b>		
Total electricity consumption (D)	NIL	NIL
Total fuel consumption (E)	NIL	NIL
Energy consumption through other sources (F)	NIL	NIL
<b>Total Energy consumed (A+B+C+D+E+F)</b>	<b>12,932 Gigajoules</b>	<b>11,533 Gigajoules</b>
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	3,572 J/Rs	3,309 J/Rs
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	-	-

\*Details of two plants i.e. Kachigam Plant and Dunetha Plant

#Other Sources is Solar Consumption

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	1,830 kL	1,670 k L
(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>1,830 kL</b>	<b>1,670 kL</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>1,830 kL</b>	<b>1,670 kL</b>
<b>Water intensity per rupee (in Lakhs) of turnover</b> (Water consumed/ Revenue from operations)	<b>5.03</b>	<b>4.56</b>
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Rs 5.1	Rs 4.7
Water intensity in terms of physical output	-	-
<b>Water intensity</b> (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?: No  
If yes, name of the external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	1,320	1200
- No treatment	1,320	1200
- With treatment – please specify level of treatment		-



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(ii) To Groundwater		-
- No treatment	300	300
- 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 kiloliters)</b>	<b>1,620</b>	<b>1,500</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No  
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.:  
The company has successfully implemented zero liquid discharge facilities across all units, with the aim of entirely eliminating liquid waste from our operations. We have diligently established and maintained systems to ensure compliance with statutory guidelines set forth by both central and state pollution control boards for treating sewage/effluent.
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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Mg/nm3	22	17
Sox	Mg/nm3	29	21
Particulate matter (PM)	Mg/nm3	72	64
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please Specify	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? : No  
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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	Nil	Nil
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Nil	Nil	Nil

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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)	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

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

8. Does the entity have any project related to reducing Green House Gas emission? No

If yes, please provide the details :

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	5.1 T	4.6 T
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2.9 T	2.23T
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>8.0 T</b>	<b>6.83 T</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.02	0.02
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	-	-
<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	100%	100%
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>
<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) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	8.0 T	6.8 T
<b>Total</b>	<b>8.0 T</b>	<b>6.8 T</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N), NO

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.

The Company have partnership with third party to ensure that all waste is properly managed and recycled.

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:

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.
N.A			

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
N.A					

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). : Yes

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
N.A				

## B. GEON (FormerlyBATTRIX) DIVISON

### Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total electricity consumption (A) (GJ)	3655 Gigajoules	3130Gigajoules
Total fuel consumption (B)	162.5 Gigajoules	234Gigajoules
Energy consumption through other sources (C)	Nil	NIL
<b>Total energy consumption (A+B+C)</b>	3817.5 Gigajoules	3364 Gigajoules
<b>From non-renewable sources</b>		
Total electricity consumption (D)	NIL	NIL
Total fuel consumption (E)	NIL	NIL
Energy consumption through other sources (F)	NIL	NIL
<b>Total Energy consumed (A+B+C+D+E+F)</b>	3817.5 Gigajoules	3364Gigajoules
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	3210 J/Rs	1264 J/Rs
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): No  
If yes, name the external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? : No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	7135KI	9114 kl
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NILL
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	7135 KL	9114 kl
<b>Total volume of water consumption (in kiloliters)</b>	7135 KL	9114 kl
<b>Water intensity per rupee (in Lakhs) of turnover</b> (Water consumed/ Revenue from operations)	0.6 kl/lac	0.34
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	-	-
<b>Water intensity</b> (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?: No

If yes, name of the external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment	12 KL	12KL
(ii) To Groundwater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

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.:

The company has successfully implemented zero liquid discharge facilities across all units, with the aim of entirely eliminating liquid waste from our operations. We have diligently established and maintained systems to ensure compliance with statutory guidelines set forth by both central and state pollution control boards for treating sewage/effluent.

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Mg/nm3	Nil	Nil
Sox	Mg/nm3	Nil	Nil
Particulate matter (PM)	Mg/nm3	Nil	Nil
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please Specify	Nil	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? : No  
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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	Nil	Nil
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Nil	Nil	Nil
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)	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Nil	Nil	Nil
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	Nil	Nil	Nil

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

8. Does the entity have any project related to reducing Green House Gas emission? NO

If yes, please provide the details :

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	34.104
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	72.34	47.33
<b>Total (A+B + C + D + E + F + G + H)</b>	72.34	81.434
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	6.08	3.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Nil	Nil
Waste intensity in terms of physical output	Nil	Nil
Waste intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
<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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	Nil	Nil
<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) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N), NO  
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.

The Company have partnership with third party to ensure that all waste is properly managed and recycled.

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:

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.
N.A			

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
N.A					

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). : **Yes**

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
N.A				

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

#### Essential Indicators

- Number of affiliations with trade and industry chambers/ associations: 6
- 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	Gujarat State Plastic Manufacturers Association	State
2	YPO Mumbai Connect Foundation	State
3	Federation of Indian Export Organizations	National
4	Plastic Machinery Manufacturers Association of India	National
5	Society of Manufacturers of Electric Vehicles	National
6	Bombay Chamber of Commerce And Industry	State

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: - There is no action taken or underway against the Company on any issues related to anti-competitive conduct.

Name of Authority	Brief of the case	Corrective action taken
NIL		

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

#### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.: Not Applicable
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project affected Families (PAFs)	% of PAFs covered by R & R	Amount paid to PAFs in the FY (In INR)
Not Applicable as there are no projects that required Rehabilitation and Resettlement						

- Describe the mechanisms to receive and redress grievances of the community. The Company proactively engages with the community as a part of the CSR initiatives for receiving and redressing the 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	1.7	8.2
Sourced directly from within the district and neighboring districts	7	12

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

Location	FY 23-24 Current Financial Year	FY 22-23 Previous Financial Year
(a) Rural	11%	13%
(b) Semi-Urban	61%	47%
(c) Urban	-	-
(d) Metropolitan	28%	40%

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

### Essential Indicators

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

The company has established a comprehensive system for managing consumer complaints and feedback, providing various channels for consumers to communicate with us. These channels include email, telephone, our website, and feedback forms specifically addressing product quality, service, warranty, and other pertinent concerns.

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	100%
safe and responsible usage	100%
Recycling and / or safe disposal	100%

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of Complaints received during the year	Pending resolution at the end of year	Remarks	No. of Complaints received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber Security	0	0	NIL	0	0	NIL
Delivery of essential services	2	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	0	0	NIL	0	0	NIL

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?(Yes/No) : yes  
If available, provide a web link of the policy : <https://www.kolsite.com/code-and-policy.php>
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. : N.A.
7. Provide the following information related to data breaches : N.A.
  - (a) Number of Instances of data breaches : 0
  - (b) Percentages of data breaches involving personally identifiable information of customers: 0.00%
  - (c) Impact, if any, of the data breaches