

Date: 07<sup>th</sup> September, 2025

To,  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai- 400 001  
Scrip Code: 517498

To,  
National Stock Exchange of India Limited,  
Capital Market - Listing, Exchange Plaza,  
5th Floor, Plot No. C/1, G Block,  
Bandra-Kurla Complex, Bandra (E),  
Mumbai 400 051  
Symbol- WEBELSOLAR

**Sub: Submission of BRSR of the Company for the Financial Year 2024-25**  
**Ref:**

Dear Sir/Madam,

Please find enclosed herewith a copy of BRSR Report of the Company for the Financial Year 2024-25.

A copy of the aforesaid BRSR Report is also available on the website of the Company  
[www.websolenergy.com](http://www.websolenergy.com)

Kindly take the same on your record.

Thanking you.

Yours faithfully,  
**For Websol Energy System Limited**

**Raju Sharma**  
**Company Secretary**  
Encl: a/a

# Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

## SECTION A: GENERAL DISCLOSURES

### 1) DETAILS OF THE ENTITY

Serial no.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L29307WB1990PLC048350
2.	Name of the Entity	WEBSOL ENERGY SYSTEM LIMITED
3.	Year of incorporation	1990
4.	Registered office address	52/1, Shakespeare Sarani, Unimark Asian 8 <sup>th</sup> Floor, Kolkata-700017
5.	Corporate address	Falta Special Economic Zone, Sector-II, Falta, South 24 Parganas, West Bengal, India
6.	E-mail	<a href="mailto:investors@websolenergy.com">investors@websolenergy.com</a>
7.	Telephone	03340092100
8.	Website	<a href="http://www.websolenergy.com">www.websolenergy.com</a>
9.	Financial year for which reporting is being done	April 2024 to March 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE) & Bombay Stock Exchange (BSE)
11.	Paid-up Capital	Rs. 42.21 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Raju Sharma Designation: Compliance Officer Telephone: 03340092100 Email: <a href="mailto:raju.sharma@websolenergy.com">raju.sharma@websolenergy.com</a>
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).	The disclosures under this report are made on standalone basis.
14.	Weather the Company has undertaken reasonable assurance of the BRSR Core?	No
15.	Name of assurance provider	None
16.	Type of assurance obtained	Not Applicable

### 2) PRODUCTS/SERVICES

#### 17. 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	Photovoltaic Solar Cells & Modules	100

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

S.No.	Product/Service	NIC Code	% of Turnover contribute
1.	Photovoltaic Solar Cells	27900	95.07

### 3) 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	1	1	2
International	0	0	0

#### 20. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	NIL

##### b. Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	NIL
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##### c) Type of Customers

A brief on types of customers	<p>Websol is a leading manufacturer of high-quality solar cells and modules, which serve as critical components in the development of utility-scale power plants, as well as rooftop and commercial &amp; industrial (C&amp;I) solar power installations. These advanced products significantly contribute to the global transition towards clean and renewable energy sources, underscoring our commitment to sustainability.</p> <p>Our solar cells are primarily supplied to module manufacturers, who integrate them into larger systems for various applications. Similarly, our solar modules are widely used by power developers and installers, who rely on our products to construct efficient and reliable solar power systems.</p>
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### 4) EMPLOYEES

#### 21. Details at the end of the year of financial year: 2024-2025

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

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	333	326	97.89	7	2.10
2.	Other than Permanent (E)	87	76	87.35	11	12.64
3.	Total employees (D + E)	420	402	95.71	18	4.28
<b>Workers</b>						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	201	197	98.00	4	1.99
3.	Total workers (F + G)	201	197	98.00	4	1.99

## b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	0	0	0	0	0
<b>Workers</b>						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total workers (F + G)	0	0	0	0	0

**22. Participation/Inclusion/Representation of women**

Category	Total (A)	No. and percentage of Females	
		No.(B)	% age (B)
Board of Directors	7	3	42.86
Key Managerial Person	3	1	33.33

**23. 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 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0	0	0	0	0	0	0	0	0
Permanent Workers	0	0	0	0	0	0	0	0	0

**5) 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)
	Websol does not have any subsidiary, associate or joint venture			

**6) CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS****25.**

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	No
2.	Turnover (in Rs.)	575.46 Crore
3.	Net worth (in Rs.)	278.05 Crore

\*Criteria for CSR has not been achieved in FY 2023-2024, hence the same is not applicable.

## 7) 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 complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web- link for grievance redress policy)	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (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, we have a dedicated grievance redressal mechanism in policy: <a href="http://www.websolenergy.com">www.websolenergy.com</a>	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		2	0	-	0	0	-
Employees and workers		0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		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; Material topics are those that have a significant impact on our ability to create value for our stakeholders and are influenced by the economic, social, and environmental context in which we operate. We have the following material topics:

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)
Energy Management	Risk and Opportunity	<p><b>Risk:</b> Continued reliance on conventional grid power may impact emission intensity and long-term sustainability positioning.</p> <p><b>Opportunity:</b> Strengthening energy efficiency and renewable adoption reduces operational costs and supports climate goals.</p>	We are improving energy performance through LED lighting and energy-efficient motors, while actively planning the adoption of rooftop solar to diversify our energy mix and reduce grid dependency.	Positive and Negative
Waste Management	Risk	Effective waste management is essential for ensuring regulatory compliance and maintaining stakeholder trust, particularly in handling hazardous materials like ETP sludge and oil-laden waste.	We are mitigating these risks by implementing robust waste management systems, incorporating best practices like Form 10 tracking, and partnering with certified disposal contractors to ensure compliance and environmental stewardship.	Negative

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)
Employee Welfare	Opportunity	Employee welfare is crucial for ensuring a safe, inclusive, and productive work environment. It directly influences employee satisfaction, retention, and performance, making it essential to long-term organizational success.		Positive
Water Management	Opportunity	Water management is vital for Websol, supporting both environmental sustainability and operational efficiency. Reducing dependence on freshwater not only supports environmental goals but also ensures long-term operational resilience.		Positive
Occupational Health and Safety	Opportunity	Ensuring a safe and healthy workplace is vital for Websol to protect employees and maintain business continuity. Gaps in safety practices can lead to legal liabilities, workforce disruptions, low morale, and in severe cases, impact overall operations.		Positive
Diversity & Inclusion	Risk and Opportunity	<p><b>Risk:</b> Evolving workplace expectations underscore the need for improved gender diversity and inclusivity. Limited workforce diversity may constrain innovation, collaboration, and alignment with evolving stakeholder expectations.</p> <p><b>Opportunity:</b> Infrastructure enhancements like ramp access promote inclusivity and reinforce the Company's commitment to an accessible and respectful work environment.</p>	We are working to improve diverse representation across roles and functions, while reinforcing inclusion through training, inclusive hiring practices, and employee engagement initiatives.	Positive and Negative
Corporate Governance	Opportunity	Corporate governance is crucial for ensuring transparency, ethical practices, and accountability. Strong governance builds trust with stakeholders, improves operational efficiency, and fosters a culture of responsibility.		Positive

<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk / opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
GHG Emission	Risk	Effective management of GHG emissions is critical for minimizing environmental impact and complying with regulations. Monitoring emissions in real-time ensures timely actions and better control over emission levels.	While quarterly third-party assessments and annual pollutant measurements are in place, the absence of real-time stack monitoring for PM, SOx, and NOx emissions may limit immediate detection of emission fluctuations.	Negative
Product Quality and Safety	Risk and Opportunity	<p>Risk: Evolving expectations on sustainability and long-term product performance call for deeper lifecycle insights and supplier alignment to ensure consistent quality.</p> <p>Opportunity: Strong quality control systems and adherence to global safety norms enhance brand trust and market access.</p>	We ensure product reliability through quality control at every stage and comply with global safety and sustainability standards. We are addressing gaps by implementing lifecycle assessments (LCA), enhancing vendor sustainability training to ensure consistent product quality and BIS Certification.	Positive and Negative
Cyber Security	Risk	Cybersecurity is critical for safeguarding sensitive data and maintaining business continuity. Without robust policies and awareness programs, the company may be exposed to increased risks of cyberattacks and data breaches.	We are actively working to enhance our cybersecurity posture by developing robust policies and procedures, alongside implementing training programs for employees and vendors to strengthen data security and reduce vulnerabilities.	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.**

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<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)	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	All the policies/mechanisms are available internally with Websol.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Websol has translated the policies into procedures.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, all enlisted policies extend to value chain partners.								
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.	<ul style="list-style-type: none"> <li>• ISO 9001:2015 - Quality Management System</li> <li>• JEC 61215, IEC 61730 and UL 1703- Quality Standards</li> <li>• ISO 14001:2015 - Environmental Management System</li> <li>• ISO 45001:2018 - Occupational Health and Safety Management</li> <li>• BIS Certification</li> </ul>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	<p><b>Environmental Targets:</b></p> <ol style="list-style-type: none"> <li>1. Achieve an annual average reduction of at least 5% in electricity consumption per MW by 2030, using FY 2023-24 as the base year.</li> <li>2. Attain Carbon Neutral status by 2035 through systematic emission reduction and offset initiatives.</li> <li>3. Reduce GHG emissions by 25-30%, including partial shift to solar power by 2029</li> <li>4. Reduce water consumption by 25% by 2029</li> </ol> <p><b>Social Targets</b></p> <ol style="list-style-type: none"> <li>1. Achieve community development programs impacting 1000+ people (no. of beneficiaries) by 2029</li> <li>2. Implement mentorship and leadership development initiatives.</li> <li>3. Enhance women’s representation within the workforce to 10% by 2030, thereby strengthening diversity and inclusion.</li> </ol> <p><b>Governance Targets</b></p> <ol style="list-style-type: none"> <li>1. Achieve 100% compliance check on Tier-1 suppliers on anti-corruption and bribery before onboarding.</li> <li>2. 100% domestic suppliers certified with relevant social and environmental standards like ISO 14001, OHSAS 18001 or ISO 45001 by 2027</li> <li>3. Achieve digital mode of all stakeholder consultation including vulnerable and marginalized groups by 2027</li> <li>4. 100% staff trained, cybersecurity policy adopted, endpoint protection deployed, ISO 27001 certified, Intrusion Detection system in place by 2029</li> </ol>								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	During the reporting year, electricity consumption increased primarily due to the ongoing plant expansion. However, the Company is committed to improving energy efficiency and has set a target to reduce electricity consumption by at least 5% by 2030 through the implementation of energy optimization measures. In addition, the Company has made progress in fostering workplace diversity, with women's representation increasing from 0.32% to 2.10% at both the management and overall employee levels during the year.								

**Governance, leadership and oversight**

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>I am pleased to present our Business Responsibility Report, which highlights our commitments, progress, challenges, and aspirations in the areas of Environmental, Social, and Governance (ESG). At the core of our operations lies a deep recognition of the critical importance of environmental sustainability, social equity, and responsible governance.</p> <p>We understand the significant impact our business can have on the environment and the communities we serve. That's why we are dedicated to upholding the highest standards of social responsibility. Our initiatives aim to create a safe, inclusive, and equitable workplace, foster diversity and equal opportunity, and support the well-being of our employees and the broader community.</p> <p>In closing, I would like to thank our stakeholders for their continued trust, support, and partnership. Together, we will continue to lead by example and inspire positive change—advancing environmental stewardship, social responsibility, and ethical governance.</p> <p style="text-align: right;"><b>Sohan Lal Agarwal</b> Chairman &amp; Managing Director DIN: 00189898</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p><b>Sohan Lal Agarwal</b> Chairman &amp; Managing Director DIN: 00189898</p>								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>Yes, the Director is responsible for decision making on sustainability related issues: Sohan Lal Agarwal Chairman &amp; Managing Director DIN: 00189898</p>								

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Relevant policies of the Company are reviewed periodically or on need basis by the concerned Head / Senior Management Personnel / Respective Committee and necessary changes to policies & procedures are implemented									As and when required								

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes. The Company complies with all statutory requirements relevant to the principles. There have been no cases of sustainability related non-compliances in the year 2024-25. However, in any event of any kind of non-compliance, timely corrective and preventive actions are undertaken to ensure rectification and to strengthen adherence to regulatory obligations.	Quarterly/ Annually (as per compliance requirements)
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**11. Independent assessment/ evaluation of the working of its policies by an external agency:**

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No, all policies are evaluated internally on a regular basis. No external agency is appointed for assessment / evaluation of working of its policies.								

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

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by the policies								
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**

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

## PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

### Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	As part of the awareness program, a plant visit was conducted to update participants on recent developments in solar cell and module manufacturing, with a focus on sustainable processes and clean energy innovation.	58
Key Managerial Personnel	1	As part of the awareness program, a plant visit was conducted to update participants on recent developments in solar cell and module manufacturing, with a focus on sustainable processes and clean energy innovation.	100
Employees other than BOD and KMPs	1	Safety trainings	100
Workers	1	Safety trainings	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:

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine	1	BSE & NSE	85,000	Non-Compliance under Regulation 24A and Regulation 23 (9) of SEBI (LODR) regulations, 2015	No
Settlement	NA	NA	NA	NA	NA
Compounding Fees	NA	NA	NA	NA	NA

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	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
	Not Applicable

**4. Anti-corruption or Anti-bribery policy**

<p>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..</p>	<p>We maintain a zero-tolerance approach to bribery and corruption. All employees, agents, and intermediaries are strictly prohibited from offering, giving, soliciting, or accepting any illegal or inappropriate payment, gift, or benefit—directly or indirectly—that could be perceived as an attempt to gain undue business advantage.</p> <p>Any breach of anti-bribery, anti-corruption, fair competition, or data privacy laws may result in severe financial penalties and cause lasting damage to the Company’s reputation. To ensure transparency and accountability, our detailed policy is publicly available on the Company’s website: <a href="http://www.websolenergy.com">www.websolenergy.com</a></p>
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**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: NA**

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (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:**

	2024-2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

## 7. Corrective Actions:

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
i) Number of days of accounts payables	65	53

## 9. Open-ness of Business

Provide details of Concentration of purchase and sales with trading houses, dealers, and related parties along –

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	1.51% .	0%
	b. Number of Trading houses where purchases are made from	3	0
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	100%	0%
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	100%	100%
	b. Number of dealers / distributions to whom sales are made	57	14
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	79%	96%

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	NA	NA
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments Investments in related parties / Total Investments made)	NA	NA

## Leadership Indicator

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact % age of persons in respective category covered by the awareness programmes
1	65	Principles-03- Occupational Health & Safety

**2. Conflict of Interest**

Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	Yes. The Company has established processes to manage and avoid conflicts of interest at the Board level. Directors are required to make full disclosures to the Board if they, either directly, indirectly, or on behalf of third parties, hold any material interest in a transaction or matter that could influence or impact the Company. Such disclosures ensure transparency, enable informed decision-making, and safeguard the integrity of the Board's functioning.
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**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****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:**

(In actuals)

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.22%	-	<p>a) 1.3 Crores invested as Capex to improve on the performance of old ETP installed in FY 23-24 &amp; commissioned under FY 24-25.</p> <p>b) Drain water from the 4 nos. AHU is reused in the water cycle &amp; thereby consumption of fresh water (Natural Resource) is reduced. The existing items available in the plant was utilized with a minor capex of 0.5 lakh.</p> <p>c) The reject water of RO unit &amp; CEDI unit is reused in the process cooling system for some tools in the production plant &amp; in the chilled water cycle. Thereby again consumption of fresh water is reduced by WEBSOL. The capex against the said implementation is nominal, approx. 1 Lakh.</p>

**2. Sustainable sourcing:**

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

**3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

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..	<p>(a) We have a certified EPR site as a Importer &amp; Brand Owner also We have a consultant who works on the behalf of Websol for recycling &amp; disposing of the same</p> <p>(b) EPR registration is under progress</p> <p>(c) We have a lifetime membership with the Authorized vendor of West Bengal state govt. for disposing of Hazardous waste "West Bengal Waste Management Ltd.</p>
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**4. Extended Producer Responsibility (EPR) plan:**

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Yes, we have a consultant who works on behalf of Websol for recycling & disposing the waste and credit transfer to the Websol accounts on EPR portal and submit all the required data to PCB
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**Leadership Indicator**

**1. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of the Product/ Service	Description of the Risk/Concern	Action Taken
Solar Cell Manufacturing	Processed water (chemically contaminated wastewater) discharged into sewerage or land without treatment	Our site is equipped with a proper Effluent Treatment Plant (ETP). All processed drainage lines are directly connected to this ETP system, ensuring that 100% of the processed water is treated without any failure.

**2. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
As per the Target given by the EPR portal by Center Pollution Control Board (2 MT recycling & 2 MT disposing)	100.00%	0.00%

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

Benefits	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	2.00	2.00	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste (sludge)	0	0	58.17	0	0	0
Other waste Batteries	0	0	0	0	0	0

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

Essential indicators

**1. Well-being of employees**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	326	326	100.	0	0	0	0	0	0	0	0
Female	7	7	100	0	0	7	100	0	0	0	0
<b>Total</b>	<b>333</b>	<b>333</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>2.10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	76	76	100	0	0	0	0	0	0	0	0
Female	11	11	100	0	0	0	0	0	0	0	0
<b>Total</b>	<b>87</b>	<b>87</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	197	197	100	197	0	0	0	0	0	0	0
Female	4	4	100	4	0	0	0	0	0	0	0
<b>Total</b>	<b>201</b>	<b>201</b>	<b>100</b>	<b>201</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
(i) Cost incurred on well-being measures as a % of total revenue of the company	44.35 Lacs	3.83 Lacs
(ii) Total Revenue of the Company	575.46 (Cr)	25.86 (Cr)
(iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.08%	0.15%

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

Benefits	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (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	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	No	100.00%	100.00%	No
ESI	65.00%	100.00%	Yes	76.13%	100.00%	Yes
Others -	-	-	-	-	-	-

**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, the premises/ offices of the entity are accessible to differently abled employees and workers.
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**4. Equal Opportunity Policy:**

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.	<p>Yes, the Company has adopted a comprehensive Equal Opportunity Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016 and the Rights of Persons with Disabilities Rules, 2017. The policy reinforces our commitment to providing equal opportunities in employment and growth, ensuring a workplace free from discrimination, harassment, or bias of any kind, and fostering an inclusive environment for persons with disabilities and all employees alike.</p> <p>The policy is available on the Company's website at: <a href="http://www.websolenergy.com">www.websolenergy.com</a></p>
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**5. Return to work and Retention rates of permanent employees and workers that took parental leave:**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	<b>NA</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 and worker? If yes, give details of the mechanism in brief:**

Permanent Workers	Yes /No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Employees report via written communication or email to the Audit Committee Chair, Compliance Officer, or MD/CEO— anonymously if needed. On receipt, the Compliance Officer acknowledges the concern and initiates an inquiry, typically completing it within 90 days, with quarterly updates to the Audit Committee. If the Compliance Officer is implicated, escalation is made to the MD/CEO. The Audit Committee oversees proceedings, guiding actions and ensuring confidentiality. Records of complaints and investigations are maintained securely until closure. Once closed—after disciplinary or legal action—the resolution is reported in the next Committee meeting. Employees acting in good faith are protected from retaliation; any retaliation must be reported within 3 months. Misuse of the policy triggers strict action.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	333	0	0	190	0	0
Male	326	0	0	189	0	0
Female	7	0	0	1	0	0
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

**8. Details of training given to employees and workers:**

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	402	402	100	402	100	305	305	100	305	100
Female	18	18	100	18	100	6	6	100	6	100
<b>Total</b>	<b>420</b>	<b>420</b>	<b>100</b>	<b>420</b>	<b>100</b>	<b>311</b>	<b>311</b>	<b>100</b>	<b>311</b>	<b>100</b>
<b>Workers</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2025 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	402	402	100	305	305	100
Female	18	18	100	6	6	100
<b>Total</b>	<b>420</b>	<b>420</b>	<b>100</b>	<b>311</b>	<b>311</b>	<b>100</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. Our plant is IMS Certified with respect to the Occupational Health & Safety Management System, in compliance with ISO 45001:2018, covering all employees and workers at site.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	We conduct hazard identification and risk assessment through structured processes such as Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) on both routine and non-routine activities.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes. A formal reporting mechanism is in place that allows workers to report unsafe conditions or potential hazards without fear of retaliation. Workers are also empowered to stop work and remove themselves from risk-prone situations until appropriate corrective actions are taken.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes. Employees and workers are provided access to non-occupational medical and healthcare facilities, ensuring their overall well-being beyond workplace-related health concerns.

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

Safety Incident/Number	Category	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	2	2
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	0	0
	Workers	0	0

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

The Company has implemented multiple set of measures to ensure a safe and healthy workplace i.e.

1. Compliance with Legal Requirements.
2. Safety Policies and Procedures.
3. Training and Awareness.
4. Emergency Preparedness.
5. Workplace Hygiene & Health Monitoring.
6. Event Reporting and Corrective Actions.
7. Use of PPE's & Safety Equipment.
8. Safety Audits (Internal & External {ISO Audit}).

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (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	0	0	0	0	0	0
Health & Safety	0	0	0	0	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. Corrective Actions:**

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.	<p>On 03-Feb-25, an incident occurred in the Boat Cleaning Room where an employee, sustained a deep cut on her left leg below the knee after losing balance and falling on a pipe support angle while retrieving PPE stored near a machine. Immediate first aid was provided, and she was sent to the nearest hospital for treatment.</p> <p>Corrective actions taken included:</p> <ol style="list-style-type: none"> <li>1. Relocating PPE storage to a safe location away from machinery.</li> <li>2. Covering the supply pipeline and angle support to prevent recurrence.</li> </ol> <p>Both actions were implemented immediately and closed. No other areas with similar risks were identified during the investigation.</p>
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**Leadership Indicator**

**1. Life insurance**

Does the entity extend any life insurance or any compensatory package in the event of death of		
(A)	Employees (Y/N)	No
(B)	Workers (Y/N)	No

**2. Measures for statutory dues**

Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	The Company has established robust processes to ensure that statutory dues are duly deducted and deposited by its value chain partners. This is achieved through timely deposit of all statutory liabilities with proper proof of payment maintained for verification. Records such as provident fund (PF) deposits for workmen are regularly reviewed, and suppliers' GST payments are cross-verified through the GST portal to ensure accuracy and compliance. In addition, internal controls and periodic monitoring mechanisms are in place to strengthen oversight and ensure statutory compliance across the value chain.
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**3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2022-2023 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

**4.**

Does the entity provide transition assistance programs to facilitate continued employ ability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) -	Yes, the Company provides transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement based on merit.
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**5. Details on assessment of value chain partners: Contractors**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0.00%
Working Conditions	0.00%

**6. Corrective action for health and safety practices**

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners –	During the year, the Company has initiated plans to assess its supply chain partners against key ESG parameters, including environmental management, human rights, corporate social responsibility, health and safety practices, corporate governance, and ethical business conduct. This assessment will be carried out through a structured questionnaire, enabling the identification of potential risks and concerns. Based on the outcomes, appropriate corrective actions will be designed and implemented to strengthen responsible and sustainable practices across the value chain.
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**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 Company has identified its internal and external group of stakeholders considering dependency, responsibility, attention, influence and diverse perspectives. Below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Suppliers, Customers, Partners, Vendors, and Communities.
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**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Customers	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Phone Calls</li> <li>• Video Conference</li> <li>• Website</li> <li>• Trade exhibitions</li> <li>• Social media</li> </ul>	Regularly	To build good business relation, receive regular customer feedback on products quality and services and engage for new product development.
Employees	No	<ul style="list-style-type: none"> <li>• One to one interaction through regular meeting</li> <li>• Townhall meeting</li> <li>• Emails</li> <li>• Notice board</li> <li>• Phone Calls</li> <li>• ESS portal</li> </ul>	Regularly	To receive regular feedback on present company policy and to identify areas of improvement for overall development of employees
Government Bodies	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Official letter</li> </ul>	As and when required	To communicate on regulatory requirements as per concerned regulatory bodies.
Investors and Stakeholders	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• News Paper</li> <li>• Website</li> <li>• Meetings</li> <li>• Stock exchange</li> </ul>	Quarterly	To communicate Company's expansion plans and performance from time to time and to attend to queries, grievances if any.
Local Communities	No	<ul style="list-style-type: none"> <li>• News Paper</li> <li>• Meeting</li> <li>• Other initiatives as and when needed</li> </ul>	Regular	To monitor suggestion corners and provide responses, solutions and assurance.
Vendors	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Phone Calls</li> <li>• Meetings</li> <li>• Website</li> </ul>	Regular	To build capacity and capability, promote sustainable manufacturing and competitive pricing.

## Leadership Indicator

### 1. Processes for consultation between stakeholders and the Board

Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.	The Company's management regularly interacts with its key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has delegated the power to Risk Management Committee and the Committee discusses through its members to stakeholders for ESG.
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### 2. Stakeholder consultation to support the identification and management of environment and social topics.

Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	The Company conducts a comprehensive materiality assessment to identify and prioritize key economic, environmental, and social issues. This assessment is informed by structured stakeholder engagement, including stakeholder surveys, which help capture diverse perspectives and expectations. Through this process, the Company ensures that its sustainability strategy aligns with stakeholder concerns and material topics relevant to its operations.
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### 3. Engagement with vulnerable/marginalize stakeholder groups.

Provide details of instances of engagement with, and actions taken to; address the concerns of vulnerable/ marginalize stakeholder groups.	The Company specifically targets the disadvantaged, vulnerable and marginalized stakeholders. The Company endeavors to focus on inclusive and collaborative growth. The Company while continues to progress, it has expanded its focus on diversity to additionally cover gender diversity, disadvantaged regions and persons with disability which are important segments for sustainable growth of the organization. The Company's leadership drives this agenda of inclusiveness and sustainability across the organization with passion and commitment. The Company's agenda is to achieve and ensure the environmental integrity and to function as enablers for social, economic and environmental development.
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## 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 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Permanent</b>	333	333	100	190	190	100
Other than permanent	87	87	100	121	121	100
<b>Total Employees</b>	<b>420</b>	<b>420</b>	<b>100</b>	<b>311</b>	<b>311</b>	<b>100</b>
<b>Workers</b>						
<b>Permanent</b>	0	0	0	0	0	0
Other than permanent	201	201	100	43	43	100
<b>Total Workers</b>	<b>201</b>	<b>201</b>	<b>100</b>	<b>43</b>	<b>43</b>	<b>100</b>

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

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (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>Permanent</b>	333	0	0	333	100	190	0	0	190	100
Male	326	0	0	326	100	189	0	0	189	100
Female	7	0	0	7	100	1	0	0	1	100
<b>Other than Permanent</b>	<b>87</b>	<b>0</b>	0	<b>87</b>	<b>100</b>	121	0	0	121	100
Male	76	0	0	76	100	116	0	0	116	100
Female	11	0	0	11	100	5	0	0	5	100
<b>Workers</b>										
<b>Permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	43	43	100	0	0	40	40	100	0	0
Male	43	43	100	0	0	40	40	100	0	0
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**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in Lakh)	Number	Median remuneration/ salary/ wages of respective category (in Lakh)
Board of Directors (BoD)	4	21	3	37.3
Key Managerial Personnel	1	16	1	42.8
Employees other than BoD and KMP	401	2.6	17	2.6
Workers	0	0	0	0

**b) Gross wages paid to Female as % of total wages paid by the entity, in the following format**

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females	62,34,106.00	38,72,505.00
Total Wages	13,90,21,812.00	8,37,59,465.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	4.49	4.62

**4. Focal point for addressing human rights:**

**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. Internal mechanisms in place to redress grievances related to human rights issues:**

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

An employee may communicate any concern in writing, either through a letter or via email to the Human Resources department at [hr@webelsolar.com](mailto:hr@webelsolar.com). Any issue related to human rights received by HR is addressed either through mutual resolution or, if necessary, escalated to the management for further action. If the employee is not satisfied with the resolution provided, they may escalate the matter directly to the Chairman of the company

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
(i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
(ii) Female employee/ Worker	0	0
(iii) Complaints on POSH as a % of female employees / workers	0	0
(iv) Complaints on POSH upheld	0	0

**8. Discrimination and harassment**

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

Websol, is dedicated to adopting an inclusive and respectful work environment where every individual is valued and given equal opportunities to flourish. Our Equal Opportunity Policy underscores our commitment to eliminate discrimination of any form and ensure that all employees are treated with fairness, respect, and dignity. We believe in encouraging personal and professional growth for everyone within our organization.

In line with our dedication to maintaining a safe and supportive workplace, we have implemented a Policy on Prevention of Sexual Harassment of Women at Workplace, adhering to the guidelines set forth by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy serves to uphold the rights of our female employees and promote a culture of security and trust.

Moreover, we have established a healthy grievance redressal process to promptly address any concerns raised by our employees. Through this process, we ensure that grievances are thoroughly investigated and resolved with efficiency and sensitivity. At Websol, we are committed to adopting a positive and inclusive work culture where every individual feels valued, respected, and supported.

**9. Human rights requirements forming part of your business agreements and contracts:**

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

**10. Assessments for the year:**

Category	% 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	NA

Corrective Actions to address significant risks / concerns arising from the assessments:

## 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:

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	35,901.00	4,2521
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	35,901.00	42,521.00
From non-renewable sources		
Total electricity consumption (D)	2,70,37,460	50,83,959
Total fuel consumption (E)	7,632.00	870
Energy consumption through other sources (F)	0.00	0
Total energy consumed from non-renewable sources (D+E+F)	2,70,45,092.00	50,84,829.00
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0047	0.0198
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.097	0.4095
Energy intensity in terms of physical output**	0.4676	1.6654
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. – Yes, NU Energy (Energy Audit of the Plant).

\*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for FY 2024-25 and FY 2023-24, which is 20.66. As a result, the figure for the previous year has been updated.

### 2. PAT Scheme

Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. – NA

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	1,62,438.20	49,003.78
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,62,438.20	49,003.78
Total volume of water consumption (in kilolitres)	1,62,438.20	49,003.78
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000282276	0.0001895021

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.0005	0.0039
Water intensity in terms of physical output **	0.0028	0.0159
Water intensity (optional) – the relevant metric may be selected by the entity		

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

\*\* The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for FY 2024-25 and FY 2023-24, which is 20.66. As a result, the figures for the previous year has been updated

### 3. Provide the following details related to water discharged:

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	0.00	0.00
- With treatment	0.00	0.00
(ii) To Groundwater	-	-
- No treatment	0.00	0.00
- With treatment	0.00	0.00
(iii) To Seawater	-	-
- No treatment	0.00	0.00
- With treatment	0.00	0.00
(iv) Sent to third parties	-	-
- No treatment	0.00	0.00
- With treatment	0.00	0.00
(v) Others	-	-
- No treatment	0.00	0.00
- With treatment – process water under ETP	1,11,700.00	23,303.00
Total water discharged (in kilolitres)		

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

### 4. Mechanism for Zero Liquid Discharge:

<b>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</b>	No
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### 5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
NOx	MT	2.7156	0.54
SOx	MT	2.7156	0.54
Particulate matter (PM)	KG	6,967.00	1,220.00

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Persistent organic pollutants (POP)	MT	0.00	0.00
Volatile organic compounds (VOC)	MT	0.00	0.00
Hazardous air pollutants (HAP)	KG	10,194.00	341.00
Others – please specify	MT	0.00	0.00

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. – Yes, Pollution & Project Consultant

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

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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)	eCO <sub>2</sub>	35.75	47.25
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)	eCO <sub>2</sub>	19,656.23	3,039.00
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	eCO <sub>2</sub>	0.0000034223	0.0000119345
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)	eCO <sub>2</sub>	0.00007069	0.0000053
Total Scope 1 and Scope 2 emission intensity in terms of physical output**		0.0000000149	0.006395
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

## 7. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details. No

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	2.00	2.40
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)	15.00	10.00

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Battery waste (E)	19.992	0.00
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G) Used Oil	58.17	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+ B + C + D + E + F + G + H)	95.16	12.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000001654	0.00000004795
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.00000034165	0.00000099069
Waste intensity in terms of physical output **	0.00003090	0.00004027
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	2.00	2.40
(ii) Re-used		
(iii) Other recovery operations		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.00	0.00
(ii) Landfilling	58.17	10.00
(iii) Other disposal operations		
<b>Total</b>	60.17	10.00

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. – Yes, West Bengal Waste Management Ltd. (Resustainability & Recircle)

**9. Waste management practices adopted in the establishment:**

<b>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.</b>	We have Effluent Treatment Plant to treat the effluent generated in the process plant & discharge the treated waste as per PCB Norms.
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**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

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.
		Not Applicable	

\*There are no operations in and around ecologically sensitive areas

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

S. No	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

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: - YES, The Company is compliant with all Water, Air and Environment Protection Act of India and there are no Non-Compliances identified in FY 2024-25.**

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
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Not Applicable

### Leadership Indicator

**1. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Upgradation of old ETP	Improvement in the performance of the old ETP in FY 23-24 and freshly commissioned new ETP facility in FY 24-25.	Improved performance of ETP.
2	Reuse of AHU drain water	Drain water from 4 nos. AHU is reused in the water cycle. Existing items available in the plant were utilized.	Reduction in consumption of fresh water (natural resource).
3.	Reuse of reject water from RO and CEDI units	Reject water of RO unit and CEDI unit is reused in the process cooling system for tools in the production plant and in the chilled water cycle.	Reduction in consumption of fresh water.

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**1. A) Affiliations with trade and industry chambers/ associations:**

Websol operates independently and is not affiliated with any domestic or international trade chambers or associations. While these entities often serve as valuable platforms for networking, collaboration, and industry insights, the Company has chosen to pursue its business objectives autonomously. This decision does not diminish the Company's commitment to excellence or its dedication to upholding industry standards. Instead, it reflects our unique approach to business operations, allowing us to focus on internal strategies and tailored solutions to meet the specific needs of our stakeholders and industry in complying with all the regulatory and statutory compliances. This independent stance underscores the Company's capacity to navigate the business landscape while maintaining a clear and distinct identity in the market.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1		
2		
3		Not Applicable
4		
5		

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

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

**Leadership Indicator**

**1. Details of public policy positions advocated by the entity:-**

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
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
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Not Applicable

**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)
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Not Applicable

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

The Company has established a well-defined framework to receive and manage grievances or concerns raised by the community. At the site level, HR Head, along with all Heads of Departments (HODs), takes a proactive approach in addressing issues related to economic, social, or environmental concerns. The Company places great importance on conducting comprehensive investigations into each complaint and ensures swift and suitable actions are taken to prevent any recurrence of such issues.

It is noteworthy that, as of the current and previous year, the Company has not received any complaints. This positive track record underscores our commitment to maintaining a harmonious relationship with the community and our dedication to operating in a manner that aligns with ethical, social, and environmental standards. The Company remains vigilant and committed to upholding these principles, continuously seeking ways to improve our operations and mitigate any potential impact on the community.

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

Category	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	7.24%	5.00%
Sourced directly from within India	29.14%	35.00%

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

Location	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Rural		
Semi-Urban	69.59%	69.07%
Urban		
Metropolitan	30.41%	30.93%

\*Last year's data has been reviewed and enhanced for accuracy in this report.

**Leadership Indicator**

**6. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
	Not Applicable

**7. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

Sr. No	State	Aspirational District	Amount spent (In INR)
1	WEST BENGAL	KOLKATA	2.63 Lacs
2	ANDRA PRADESH	HYDERABAD	3.00 Lacs

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

No. Websol follows an egalitarian approach in its procurement practices, ensuring that all suppliers are provided equal opportunities based solely on merit. Also, the suppliers are very limited for this industry. The evaluation and selection process emphasizes key performance parameters such as quality, cost, delivery timelines, and reliability. While a formal preferential procurement policy is not in place, the Company continues to encourage the involvement of local and MSME suppliers, thereby fostering inclusive and sustainable growth.

**(b) From which marginalized /vulnerable groups do you procure?** NA

**(c) What percentage of total procurement (by value) does it constitute?** NA

**9. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:-**

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Not Applicable

**10. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:**

Name of authority	Brief of the Case	Corrective action taken
		Not Applicable

**11. Details of beneficiaries of CSR Projects:**

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Free Medical camp for testing, Homeopathical and Ayurvedic treatment, Free milk and ration Distribution,	614	100%
2	Providing educational support to underprivileged children	300	100%
3	Free Health Care and free medical devices for needy patients	4	100%

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner****1. Consumer Complaints and feedback:****Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

At Websol Energy System Limited, we have implemented a robust multi-channel system to capture, resolve, and learn from customer complaints and feedback, ensuring continuous improvement and customer satisfaction.

**1. Dedicated Communication Channels**

**Email Support:** Customers can reach out via a dedicated service email ID, where all queries are logged and time stamped.

**Phone Support:** Toll-free customer service line (during working hours) to ensure real-time query resolution.

**Website Form:** A "Contact Us" and "Feedback" section on the website allows customers to submit issues or suggestions directly.

**2. Complaint Registration & Tracking System:** All complaints are logged into a centralized ticketing system, which generates a unique complaint ID. The system tracks the status of each issue, from registration to closure, ensuring accountability and escalation at defined checkpoints.

**3. Feedback Capture Mechanisms:** Post-delivery feedback forms shared via email and WhatsApp. Net Promoter Score (NPS) surveys sent quarterly to assess satisfaction and likelihood of repeat business. On-ground team reports collected after major project deliveries or service visits.

**4. Response & Resolution Framework:** TAT (Turnaround Time) is defined for each complaint type (technical, delivery, service), ensuring prompt redressal. Issues are categorized by priority—critical, major, and minor—and routed to the appropriate teams. Weekly internal reviews ensure pending complaints are resolved within agreed timelines.

**5. Management Review & Continuous Improvement:** Monthly summary of customer complaints is shared with senior management to identify root causes and trends. Key feedback insights are used for product refinement, process correction, and training of sales/service personnel.

**Outcome:** These mechanisms have helped Websol:

- i) Improve response time by 38% over the last two quarters.
- ii) Achieve a complaint resolution rate of over 95% within committed timelines.
- iii) Build a reputation for responsiveness and transparency, reinforcing long-term customer relationships

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

Category	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:**

Category	2024-2025 (Current Financial Year)		Remarks	FY 2023-2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other (CHECK ABOVE)	0	0	None	0	0	None

All complaints have been resolved satisfactorily

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

**5. Cyber security policy:**

Websol takes cyber security seriously to protect its digital assets. The company has set up a strong system and has a dedicated IT team. This team uses cybersecurity tools to check and address IT issues every day. Their goal is to keep employees, customers, vendors, and internal data safe from cyber threats. By staying vigilant and using the latest cybersecurity practices, the company ensures a secure environment for its digital operations. The policy is available on the Company's intranet.

**6. 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. [www.websolenergy.com](http://www.websolenergy.com)**

**7. Corrective Actions:**

**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.**

NA

**8. 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 – 0.00%
- c. Impact, if any, of the data breaches – NA

## Leadership Indicator

### 9. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). - [www.websolenergy.com](http://www.websolenergy.com)

Customers, partners, and stakeholders can access comprehensive information about Websol Energy System Limited's products and services through the following platforms:

#### 1. Official Website

- [www.websolenergy.com](http://www.websolenergy.com)
- The website provides detailed information on:
  - i. Solar PV Modules and Solar Cells
  - ii. Technical specifications and certifications
  - iii. Manufacturing capabilities and quality standards
  - iv. Company background and contact details

#### 2. Product Catalogues and Brochures:

Available on request via the website's "Contact Us" section or through the sales team. Includes datasheets, case studies, and application-specific solutions.

#### 3. Social Media Platforms:

LinkedIn:<https://www.linkedin.com/company/websolenergy/> Used to share updates on new products, exhibitions, project completions, and industry trends.

#### 4. Direct Sales Engagement:

Customers can directly connect with our sales and business development teams for customized product solutions, pricing, and technical consultations.

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

Websol Energy System Limited is committed to promoting safe, efficient, and responsible use of its solar PV modules and cells. The following steps are taken to inform and educate consumers:

#### 1. Product Manuals and Installation Guides

Every product is shipped with detailed manuals outlining:

Proper handling and storage of solar modules and cells

- Step-by-step installation procedures
- Electrical safety protocols and warnings
- Guidelines on periodic inspection and cleaning

These documents comply with international IEC safety standards and MNRE guidelines.

#### 2. Technical Training for Partners and Installers

- Websol conducts regular training sessions (virtual and on-site) for channel partners, EPC contractors, and installers on:
  - Best practices in module mounting, wiring, and maintenance
  - Do's and don'ts during transportation and site handling
  - Safety measures to be followed during installation and commissioning
- Training materials are aligned with national and international solar safety norms.

### 3. Customer Education Through Digital Channels

- Educational content is shared through:
  - Webinars and tutorial videos posted on our website and LinkedIn
  - FAQs and downloadable technical [www.websolenergy.com](http://www.websolenergy.com)
  - Emailers and newsletters covering care tips, product updates, and responsible usage

### 4. After-Sales Support and Helpline

- Dedicated after-sales support team provides:
  - Remote and on-site guidance on proper usage
  - Clarifications related to product performance and safety
  - Complaint resolution in case of product misuse or damage

### 5. Compliance with Regulatory Requirements

- Websol's product labeling, packaging, and datasheets include all relevant warranty, safety, and environmental information, in line with:
  - MNRE (Ministry of New and Renewable Energy) guidelines
  - BIS (Bureau of Indian Standards) and ALMM certification standards

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

Websol Energy System Limited is committed to transparency and proactive communication with its customers. In the event of any risk of disruption or discontinuation of critical services—such as product supply, warranty support, or after-sales service—the following mechanisms are in place:

### 1. Advance Customer Notification

- Customers are informed well in advance via:
  - Official emails
  - Phone calls from account managers
  - Notices on the company's website and customer portal
- The communication outlines the nature of disruption, estimated timelines, and alternative arrangements (if applicable).

### 2. Website Announcements

- Key updates are posted on the homepage of our website: [www.websolenergy.com](http://www.websolenergy.com)

This ensures real-time access to important information for all customers and stakeholders.

### 3. Dedicated Customer Service Team

- A specialized team is available to address queries related to:
  - Service delays
  - Product availability issues
  - Warranty claim timelines
- Customers can reach out through the helpline number, email support, and WhatsApp service (where applicable).

### 4. Partner and Channel Coordination

- Distributors, EPC partners, and integrators are kept in the loop regarding any potential service disruptions.
- This ensures on-ground preparedness and smooth communication with end-users.

### 5. Escalation and Grievance Redressal

- In case a disruption impacts critical project timelines or commitments, customers can escalate through:

- Regional heads
- National sales team
- Customer grievance portal/email. This guarantees that no concern goes unresolved.

**12. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Yes, Websol Energy System Limited voluntarily provides additional product information beyond what is mandated by local laws and regulatory bodies. This is part of our commitment to transparency, quality assurance, and customer empowerment.

Additional Information Displayed:

**1. Detailed Technical Specifications**

- Power tolerance
- Temperature coefficients
- Module efficiency
- Bifaciality ratio (for bifacial modules)

**2. QR Code Integration**

- Scannable QR code on each module for:
  - Real-time traceability
  - Manufacturing batch details

**13. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Websol Energy System Limited conducted consumer satisfaction assessments during FY 2024–25 to gather feedback on product performance, service responsiveness, and overall customer experience.

**Survey Highlights:**

- Mode of Survey:
  - Online surveys shared via email and WhatsApp with key customers
  - Telephonic feedback calls by our post-sales support team
  - Feedback forms distributed through channel partners
- Coverage:
  - Major products: Solar PV Modules (Mono PERC, Bifacial)
  - Key locations: PAN-India C&I clients, EPC partners, and international buyers (USA, Africa, and UK)
- Key Findings:
  - Customer Satisfaction Score: 4.3 out of 5
  - On-Time Delivery Rating: 91% satisfaction
  - Product Performance Feedback: 96% customers rated performance as "Good" or "Very Good"
  - Support Responsiveness: 88% expressed satisfaction with the speed and clarity of responses
- Actions Taken Based on Feedback:
  - Improved clarity in warranty documentation
  - Strengthened pre-sales and technical assistance desk
  - Introduced QR code-based traceability for faster post-sales resolution