

SEC/SE/032/2025-26  
Chennai, July 15, 2025

To <b>National Stock Exchange of India Limited</b> Exchange Plaza, Bandra Kurla Complex, Bandra(E), Mumbai - 400051 NSE Symbol - DATAPATTNS	To <b>BSE Limited</b> 25 <sup>th</sup> Floor, P.J. Towers, Dalal Street, Mumbai - 400 001 Company Code: 543428
--	---

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith, Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2024-25. The BRSR also forms the part of the Annual Report for the Financial Year 2024-25, which was submitted to the stock exchanges today i.e. on July 15, 2025.

We request you to take the above on record and oblige.

Thanking You.

For **Data Patterns (India) Limited**

Prakash R  
Company Secretary and Compliance Officer  
Membership No.F13620

Encl: As above

# Business Responsibility and Sustainability Reporting

## SECTION A - GENERAL DISCLOSURE

### I. Details of the listed entity/ Company Details

Sr. No.	Particulars	Details
1	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L72200TN1998PLC061236
2	<b>Name of the Listed Entity</b>	Data Patterns (India) Limited
3	<b>Year of incorporation</b>	1998
4	<b>Registered office address</b>	Plot No. H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai - 603103
5	<b>Corporate address</b>	Plot No. H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai - 603103
6	<b>E-mail</b>	investorgrievance@datapatterns.co.in
7	<b>Telephone</b>	+91-44-47414000
8	<b>Website</b>	www.datapatternsindia.com
9	<b>Financial year for which reporting is being done</b>	2024-25
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	a) National Stock Exchange of India Limited, and b) BSE Limited
11	<b>Paid-up Capital</b>	Rs. 11,19,67,938/- consisting of 5,59,83,969 fully paid-up equity shares of Rs. 2/- each.
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. S Thomas Mathuram, Senior Vice President - Business Development, Ph: 044 4741 4000 Email: investor.relations@datapatterns.co.in
13	<b>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).</b>	Standalone basis.
14	<b>Name of assurance provider</b>	NA
15	<b>Type of assurance obtained</b>	NA

### II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of measuring, testing, navigating and control equipment	56.55%
2.	Manufacturing	Manufacture of air and spacecraft and related machinery	28.97%
3.	Manufacturing	Technical testing and analysis	5.91%
<b>Total</b>			<b>91.43%</b>

#### 17 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	Radar and Fire Control Systems	26515	56.55%
2	Avionics and Electronic Warfare	30305	28.97%
3	Automatic Test Equipment	71200	5.91%
<b>Total</b>			<b>91.43%</b>

**III. Operations**

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

Location	Number of plants	Number of offices	Total
National	1	4	5
International	-	-	-

**19 Markets served by the entity**

**a. No of locations**

Location	Number
National (No of states)	8
International (No. of countries)	6

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

15%

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

The customers of the Company are related to defence industries. The Company operates in defence and aerospace related products for its customers. Majority of its customers are either Government or Public Sector Undertakings.

**IV. Employees**

**20 Details as at the end of Financial Year March 31, 2025:**

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

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	1313	1132	86%	181	14%
2	Other than Permanent (E)	73	45	62%	28	38%
	<b>Total employees (D + E)</b>	<b>1386</b>	<b>1177</b>	<b>85%</b>	<b>209</b>	<b>15%</b>
<b>Workers</b>						
1	Permanent (F)	-	-	-	-	-
2	Other than Permanent (G)	-	-	-	-	-
	<b>Total Workers (F + G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**b Differently abled Employees and workers**

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

21 Participation/Inclusion/Representation of women			
Particulars	Total (A)	No and % of Female	
		No. (B)	% (B / A)
Board of Directors*	8	2	25%
Key Management Personnel	2	-	-

\* Includes Managing Director and Whole-time Directors

22 Turnover rate for permanent employees and workers									
Turnover	FY 2024-2025			FY 2023-2024			FY 2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	6.78%	6.41%	6.74%	7.95%	1.38%	9.33%	10.23%	1.75%	11.98%
Permanent workers	-	-	-	-	-	-	-	-	-

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

23 Names of holding / subsidiary / associate companies / joint ventures				
Sr. 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)
	Nil	NA	NA	NA

#### VI. CSR Details

24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (Rs. In Cr.)	708.35
	(iii) Net worth (Rs. In Cr.)	1,508.22

#### VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)(If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. <a href="https://www.datapatternsindia.com/contact.php">https://www.datapatternsindia.com/contact.php</a>	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes. <a href="https://www.datapatternsindia.com/contact.php">https://www.datapatternsindia.com/contact.php</a>	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes. <a href="https://www.datapatternsindia.com/contact.php">https://www.datapatternsindia.com/contact.php</a>	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes. Hosted on Intranet of the Company	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes. <a href="https://www.datapatternsindia.com/contact.php">https://www.datapatternsindia.com/contact.php</a>	Nil	Nil	Nil	Nil	Nil	Nil
Value chain partners	Yes. Covered as part of their engagement documents	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Stack Emission	Risk	Air Pollution	Effective maintenance / monitoring of emission and control its limits	Negative
2	Use of Lead	Risk	Depletion of resources & Respiratory Issues	Optimum use and monitoring consumption & Use of PPE	Negative
3	Generation of hazardous waste	Risk	Ill effect due to hazardous waste	Formal storage and disposal methods	Negative
4	External agency entry to restricted area	Risk	Exposure to electrical hazards	Restrict through access control	Negative

**SECTION B - MANAGEMENT AND PROCESS DISCLOSURE**

Sr. No	Policy and Management Process	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
1.b	Has the policy been approved by the Board? (Yes/No) <sup>1</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.c	Web Link of the Policies, if available	Wherever mandated by the applicable laws, rules and regulations, the policies have been uploaded in the website of the Company at <a href="https://www.datapatternsindia.com/investors/policies.php">https://www.datapatternsindia.com/investors/policies.php</a> . All other policies are available in the intranet of the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No) <sup>2</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Policies of the Company are framed in line with the following certifications as applicable: ISO 14001:2015 - Environmental Management Systems ISO 45001: 2018- Occupational Health & Safety Management Systems ISO 9000:2015 - Quality management systems AS 9100D: Quality Management System ISO 19011:2018 – Management System Auditing								

Sr. No	Policy and Management Process	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to letter to shareholders from Ms. Rekha Murthy Rangarajan, Whole-time Director at Page 8								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil								

Note:<sup>1</sup> Wherever mandated by the applicable laws, rules and regulations, the policies have been approved by the Board. In other cases, the policy is approved by Management of the Company

<sup>2</sup> The Policies governing external persons were extended to Value Chain Partners as applicable

Sr. No	Governance, leadership and oversight	Details
7	Statement by director responsible for the business responsibility and sustainability report, highlighting ESG related challenges, targets and achievements.	Please refer to letter to Shareholders from Ms. Rekha Murthy Rangarajan, Whole-time Director at Page 8
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Rekha Murthy Rangarajan, Whole-time 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.	Yes. The Director responsible for decision making on sustainability related issues: Ms. Rekha Murthy Rangarajan, Whole-time Director

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

Subject of review	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action										
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Annual									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)	Annual									
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.		While the Company has not carried out an independent audit of the policies, the policies are periodically reviewed as part of various management systems by the respective certification bodies auditors (EHS, ISO, AS, ISMS) and Internal Process Auditors. The policies relating to statutory compliances are reviewed by Internal Auditors, Statutory Auditors and Secretarial Auditors.							

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the 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)	NA								
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

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	8	During the year, the Board and KMPs were engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100 %
Key Managerial Personnel	10		100 %
Employees other than BoD and KMPs	218	Health & Safety, Environment & Biodiversity Conservation, POSH Training, Code of Conduct Awareness, etc.	90 %
Workers	0	NA	0 %

**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					
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)
Penalty/ Fine	NA	Nil	Nil	Nil	Nil
Settlement	NA	Nil	Nil	Nil	Nil
Compounding fee	NA	Nil	Nil	Nil	Nil

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

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

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

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

Yes. The Anti-corruption or anti-bribery is covered as part of the Business conduct policy of the Company. The Company is committed to doing business ethically and believes that bribery and other corrupt practices are wrong and totally unacceptable. All employees and associated persons are prohibited from offering, providing, authorizing, requesting or receiving a bribe or anything that may be construed as a bribe. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts or inducements of any kind to and received from any person, including officials in the private or public sector, customers and suppliers. The Business Conduct Policy is hosted in the intranet of the Company.

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

Particulars	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	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. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/ services procured) in the following format:**

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	110.78	110.77

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading house	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances )	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

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.

	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	-	-	Nil
Capex	-	2.88%	Refer conservation of energy section of Directors' Report

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

Yes

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

56%. The inputs are sourced in accordance with ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System

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

**Reusing:**

- a. Corrosion Identified components (due to aging) to be used after Tinning process based on the advice from Technical experts.
- b. Refurbished Inventory (Components removed from our product at various stage with no defect recommended by technical experts for further usage) is being maintained separately for the components / materials and issued for internal testing / assessment.

**Disposal:**

- a. Periodic verification and assessment of the inventory is carried out and materials nearing expiry date are removed from stock and disposed through approved scrap card to the authorized vendor (Approved by Pollution Control Board) – (Disposal).
- b. E-Waste items are disposed yearly twice to Authorized Vendors (Approved by Pollution Control Board) as per EHS norms. (Disposal) - supported with Destruction certificate
- c. General wastes Like Carton Boxes / Iron / Aluminum and other wastes are disposed to the identified vendor at regular Intervals (Based on the permissible limit).
- d. For Hazardous and e-waste: Agreement is being signed with the eligible vendors on yearly basis to dispose the hazardous and e-waste in line with Pollution Control Board norms and in compliance to ISO 14001 Environmental Management System & ISO 45001 Occupational Health and Safety Management System.

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

Yes. The products of the Company are in nature of long term products with a maximum lifetime of upto 25 years. Customers were instructed to return the product to the Company after the lifetime or dispose the same through authorised recycler.

### PRINCIPLE 3

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

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

Category 1.a	% 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	1132	1132	100%	1132	100%	-	-	-	-	-	-
Female	181	181	100%	181	100%	181	100.00%	-	-	181	100.00%
<b>Total</b>	<b>1313</b>	<b>1313</b>	<b>100%</b>	<b>1313</b>	<b>100%</b>	<b>181</b>	<b>13.79%</b>	<b>-</b>	<b>-</b>	<b>181</b>	<b>13.79%</b>
<b>Other than Permanent Employees</b>											
Male	45	45	100%	45	100%	-	-	-	-	-	-
Female	28	28	100%	28	100%	28	100.00%	-	-	28	100.00%
<b>Total</b>	<b>73</b>	<b>73</b>	<b>100%</b>	<b>73</b>	<b>100%</b>	<b>28</b>	<b>38.36%</b>	<b>-</b>	<b>-</b>	<b>28</b>	<b>38.36%</b>

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

Category 1.b	% 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	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Particulars	2024-25	2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.63%	0.71%

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

Benefits	FY 2024-25			FY 2023-24		
	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	94%	-	Y	89%	-	Y
Gratuity	95%	-	Y	91%	-	Y
ESI	22%	-	Y	3%	-	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. The Company has necessary infrastructure in place to make the workplaces accessible to differently abled employees, workers and visitors. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, sufficient illuminated wide corridors etc.

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

Yes. The equal opportunity policy forms part of the Business Conduct Policy and the same is hosted on the intranet of the Company.

**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	80%	NA	NA	NA
<b>Total</b>	<b>80%</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.**

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

**Details of the mechanism in brief**

The Company has Grievance Handling Policy in place, wherein the employees and workers can send in their grievances to the dedicated e-mail being used for this purpose. The same is reviewed by the Whole-Time Director on periodic basis as per the policy. The Grievance will be addressed as per the process laid down in the policy.

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

Category	FY 2024-25			FY 2023-24		
	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)

**Permanent Employees**

Male	1132	-	-	931	-	-
Female	181	-	-	130	-	-
<b>Total</b>	<b>1313</b>	<b>-</b>	<b>-</b>	<b>1061</b>	<b>-</b>	<b>-</b>

## Permanent Workers

Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY 2024-25					FY 2023-24				
	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	1132	125	11.04%	880	77.74%	1013	144	14.22%	175	17%
Female	181	148	81.77%	158	87.29%	159	14	8.81%	17	11%
<b>Total</b>	<b>1313</b>	<b>273</b>	<b>20.79%</b>	<b>1038</b>	<b>79.05%</b>	<b>1172</b>	<b>158</b>	<b>13.48%</b>	<b>192</b>	<b>16%</b>
<b>Workers</b>										
Male	-	-	-	-	-	16	-	-	-	-
Female	-	-	-	-	-	7	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>23</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1132	455	40%	1013	1013	100%
Female	181	52	29%	159	159	100%
<b>Total</b>	<b>1313</b>	<b>507</b>	<b>39%</b>	<b>1172</b>	<b>1172</b>	<b>100%</b>
<b>Workers</b>						
Male	-	-	-	16	16	100%
Female	-	-	-	7	7	100%
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>23</b>	<b>23</b>	<b>100%</b>

## 10 Health and safety management system

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

Yes, occupational health and safety management system has been implemented by the entity as an integrated management system combining both ISO 14001 & 45001 (EHS). It covers the entire operations covering the manufacturing facilities and offices. The management systems have been implemented in accordance with these Standards. EHS Management System defines the mandatory requirements for the systematic management and execution within the organisation. The Company's Integrated EHS Management System is accredited by international certification bodies.

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

The Company has a documented procedure in place to establish, implement & maintain identification of the hazards, assessment of risks, and the implementation of necessary control "measure". The procedure is based on six step risk assessment:

- Classify Work Activities
- Identify Hazards
- Determine Risks
- Decide if Risk is Tolerable
- Prepare Risk Control Action Plan
- Review adequacy of action plan

and the same is the key driver for controlling the hazardous risk.

All relevant stakeholders and EHS team members are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are documented, approved and communicated to all relevant parties involved in the activity. This is periodically audited by the trained internal auditors and by accreditation bodies.

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

Yes

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

Yes.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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

\* Including in the contract workforce

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

As a part of the EHS Integrated Management system, the safe and healthy work place is ensured through periodic reviews through:

- Internal Audit
- External audit by accreditation bodies
- Review of risks and objectives in the management reviews
- Incident Management Process
- Near miss management process

The Company also has a Safety Committee in place, which is represented by management and worker, wherein the workers gets an opportunity to express their safety related concerns.

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

Category	FY 2024-25			FY 2023-24		
	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	-
Health and Safety	Nil	Nil	-	Nil	Nil	-

**14 Assessments for the year**

Category	% 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.**

NA

**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.**

Our stakeholder groups are those which are directly or indirectly impacted by the Company or can impact our value creation in the short, medium or long term. We believe in building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value. In line with its business model and ISO 14001 Environmental Management System, the Company has identified stakeholders group.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Website, Letters, meeting and Telephone	Half Yearly	Quality, price, & delivery of products and services, proper communication
End users	No	Email, Website, Letters, meeting and Telephone	As and when required	Product performance / ease of use / reliability / safety / maintainability
Employees	No	Email, Website, Letters, meeting, Notice Board, Intranet and Telephone	As and when required	Good work environment/ job security / health / safety / training / Career path, recognition and reward

<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>
Management	No	Email, Website, meeting, Intranet and Telephone	As and when required	Increased growth in sales & profitability / efficiency & effectiveness of operations
Leadership/share holders	No	Email, Website, Newspaper, Letters, meeting, Intranet and Telephone	As and when required	Profitability / return on investment / growth in market value of organization
External providers of product and services (service providers / transporters)	No (Except for MSME)	Email, Website, meeting, Letters, and Telephone	As and when required	Prompt payment, Increase scope and volume of purchases/ long-term contractual arrangements / information on future requirements.
Legal authorities (govt.)	No	Email, Website, meeting, Letters and Telephone	As and when required	Compliance with applicable requirements and industry standards / submission of reports.
Government & community	No	Email, Website, meeting, Letters and Telephone	As and when required	Environmental protection / Ethical behaviour / growth in business and taxes to build infrastructure to support community services, activities and institutions.
Competitor	No	Email, Website, meeting, Letters and Telephone	As and when required	Support for new technology updating and Knowledge sharing
Bank / finance performance	No	Email, Website, meeting, Letters and Telephone	As and when required	Good financial performance
Neighbors	Yes	Email, Website, meeting, Notice Board and Telephone	As and when required	No complaints relating to: noise, parking, health and safety, pollution, waste, employment
Society / Climate	Yes	Website and Notice Board	As and when required	No complaints relating to: Global warming, noise, parking, health and safety, pollution, waste, employment

## PRINCIPLE 5

### Businesses should respect and promote human rights

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1313	701	53.39%	1061	258	24.32%
Other than Permanent	73	1	1.37%	111	43	38.74%
<b>Total</b>	<b>1386</b>	<b>702</b>	<b>50.65%</b>	<b>1172</b>	<b>301</b>	<b>25.68%</b>
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	23	23	100%
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>23</b>	<b>23</b>	<b>100%</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
<b>Permanent Employees</b>										
Male	1132	-	-	1132	100%	931	-	-	931	100%
Female	181	-	-	181	100%	130	-	-	130	100%
<b>Other than Permanent Employees</b>										
Male	45	-	-	-	-	-	-	-	-	-
Female	28	-	-	-	-	-	-	-	-	-
<b>Permanent Workers</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent Workers</b>										
Male						16	-	-	16	100%
Female						7	-	-	7	100%

**3 Details of remuneration/salary/wages:**

**a. Median remuneration/wages**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	22,25,000	2	56,32,808
Key Managerial Personnel	2	45,02,012	-	-
Employees other than BoD and KMP	1128	6,00,000	180	4,80,000
Workers	-	-	-	-

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

Category	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	10%	9%

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

Yes

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

The Company has Grievance Handling Policy in place, wherein the employees and workers can send in their grievances to the dedicated e-mail being used for this purpose. The same is reviewed by the Whole-Time Director on periodic basis as per the policy. The Grievance will be address as per the process laid down in the policy. Further, the employees can also send in their grievances under the process established under the Business Conduct Policy and under the Whistle Blower Policy of the Company. The Company has an Internal Complaints Committee under Prohibition of Sexual Harrassment of Women Policy, wherein the employees can raise their grievances.

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

Category	FY 2024-25			FY 2023-24		
	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	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

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

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behavior or noncompliance which may have a detrimental effect on the organization, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

**9. 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%

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

No significant risks or concerns have come to our notice as yet.

## PRINCIPLE 6

**Businesses should respect and make efforts to protect and restore the environment**

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A) (Gigajoules)	-	-
Total fuel consumption (B) (Gigajoules)	-	-
Energy consumption through other sources (C)	1,915.43	1,918.86
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,915.43</b>	<b>1,918.86</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (Gigajoules)	13,138.61	11,634.26
Total fuel consumption (E) (Gigajoules)	1,726.72	3,415.49
Energy consumption through other sources (F)		
<b>Total energy consumed from no-renewable sources (D+E+F)</b>	<b>14,865.33</b>	<b>15,049.75</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>16,780.76</b>	<b>16,968.61</b>
<b>Energy intensity per rupee of turnover</b>		
(Total energy consumed/ Revenue from operations) (Gigajoules / Rupees)	0.000002369	0.000003264
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b>		
(Total energy consumed / Revenue from operations adjusted for PPP) (Gigajoules/Rupees)	0.000048943	0.000073124
<b>Energy intensity in terms of physical output</b>	-	-
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. – Not applicable

\*: Purchasing Power Parity (PPP) – total income is adjusted as per International Monetary Fund implied PPP conversion rate.

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

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	16,000	15,206
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>16,000</b>	<b>15,206</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>16,000</b>	<b>15,206</b>
<b>Water intensity per rupee of turnover</b>		
(Total water consumption / Revenue from operations) (Kilolitres / Rupees)	0.0000022588	0.0000029254
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b>		
(Total water consumption / Revenue from operations adjusted for PPP) (Kilolitres / Rupees)	0.0000466662	0.0000655281
<b>Water intensity in terms of physical output</b>	-	-
<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? (Y/N) If yes, name of the external agency.

Not applicable

\*: Purchasing Power Parity (PPP) – total income is adjusted as per International Monetary Fund implied PPP conversion rate.

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

Parameter	FY 2024-25	FY 2023-24
<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	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	8698	5531
- No treatment	-	-
- With treatment - please specify level of treatment	8698	5531
	(Tertiary Treatment)	(Tertiary Treatment)
<b>Total water discharged (in kilolitres)</b>	<b>8698</b>	<b>5531</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Not applicable

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

We have an STP treatment plant, and the treatment water is utilized for gardening. There is no separate Zero discharge plant.

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

Parameter	Please Specify Unit	FY 2024-25	FY 2023-24
NOx	Tonnes	1.05	1.92
SOx	Tonnes	0.33	0.61
Particulate matter (PM)	Tonnes	0.03	0.06
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	Tonnes	0.03	0.05
Hazardous air pollutants (HAP)	-	-	-
Others – please specify*	-	-	-

\* The Company uses soldering leads in the production process and the emission of the same is negligible.

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.- Not applicable

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

Parameter	Unit	FY 2024-25	FY 2023-24
<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	207.69	243.58
<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	2,227.17	1,972.12
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent / Rupees	0.0000003437	0.0000004263
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent / Rupees	0.0000071016	0.0000095482
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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- Not applicable

\*: Purchasing Power Parity (PPP) – total income is adjusted as per International Monetary Fund implied PPP conversion rate.

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

No

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	0.68
E-waste (B)	1.36	0.33
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.56	2.39
i) Solder Paste (Used)	0.05	0
ii) Solder Dross/Bar/Wire(Used / Expired)	0.02	0
iii) Used Iso propyl alcohol	0.50	0.87
iv) Washed Water	0.73	1.25
v) Used inox	0.26	0.27
vi) Used tube lights	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	24.37	23.06
i) Carton	3.40	3.71
ii) Wood	2.36	1.72
iii) Metal	17.17	17.63
iv) Others	1.44	-
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>27.29</b>	<b>26.46</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated /Revenue from operations) (Metric Tonnes/ Rupees)	0.0000000039	0.0000000051
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)</b> (Total waste generated /Revenue from operations adjusted for PPP) (Metric Tonnes/Rupees)	0.0000000796	0.000000114
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity (optional)</b> – 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>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</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) If yes, name of the external agency – Not applicable

\*:Purchasing Power Parity (PPP) – total income is adjusted as per International Monetary Fund implied PPP conversion rate.

**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**

1. ROHS Compliant materials are being used to the maximum extent.
2. MSDS documents are collected along with the suppliers to ensure safety and feasibility study of Reusability
3. Process scrapping are being monitored and the components / materials are being reused (internal references / design) to reduce wastages.
4. Chemicals and other toxic chemicals are sourced only when it becomes mandatory / necessary, if there is no downsized equivalent.

**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
-	NA	NA	NA

**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
NA	NA	NA	NA	NA	NA

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes

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
-	Nil	Nil	Nil	Nil

## PRINCIPLE 7

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

### 1A. Number of affiliations with trade and industry chambers / associations.

2 (Two)

### 1B. 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	Society of Defence Manufacturers	National
2	Confederation of Indian Industry	National

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

## 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
Nil	NA	NA	NA	NA	NA

### 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)
	Nil	Nil	Nil	Nil	Nil	Nil

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

NA

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

Category	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	13.62%	7.01%
Directly from within India	6.89%	13.04%

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

Location	FY 2024-25	FY 2023-24
Rural	1.8	1.6
Semi-urban	2.8	3
Urban	45.7	45
Metropolitan	49.7	50.4

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

## PRINCIPLE 9

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

Customer Service and Support (CSS) collects feedback forms from Customer directly or via mail or fax. The feedback is documented and reviewed every six months as per the Company's CSS Standard Practice.

Customer complaints are received either by providing defect report form, letter, fax, e-mail, DP Website Portal or phone. The customers can also lodge complaint through the phone and email address provided on the Company website.

The standard response time for service in request can vary depending on Service level agreements. Response times ranging from less than 24 hours to a maximum of 78 hours.

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

Details	As a percentage to total turnover
Environmental and social parameters relevant to the product	96%
Safe and responsible usage	96%
Recycling and/or safe disposal	96%

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

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

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes. The Company has a framework on cyber security and risks related to data privacy. The same is hosted in the intranet of the company.

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

Nil

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

Particulars	Details
a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	Nil
c. Impact, if any, of the data breaches	Nil