



(formerly Lakshmi Machine Works Limited)

Our Ref: Sec/270/2025

Date: 18<sup>th</sup> June 2025

To,  
BSE Limited  
Listing Department  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai-400 001  
Scrip Code: 500252

National Stock Exchange of India Limited  
Listing Department  
Exchange Plaza, C-1, Block-G, Bandra Kurla Complex  
Bandra(E), Mumbai - 400 051.  
Symbol: LMW

Dear Sirs,

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

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Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for the financial year ended 31<sup>st</sup> March 2025 describing the initiatives taken by the Company from an environmental, social and governance perspective.

The same is being posted on the Company's website.

Thanking you,

Yours faithfully,

**For LMW LIMITED**

**C R SHIVKUMARAN**  
**COMPANY SECRETARY & COMPLIANCE OFFICER**

Encl: As above

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L29269TZ1962PLC000463
2.	Name of the Listed Entity	LMW Limited (formerly Lakshmi Machine Works Limited)
3.	Year of incorporation	1962
4.	Registered office address	SRK Vidyalaya Post, Perianaickenpalayam, Coimbatore - 641 020, Tamil Nadu, India
5.	Corporate office address	34A, Kamaraj Road, Coimbatore - 641 018, Tamil Nadu, India
6.	Email	<a href="mailto:secretarial@lmw.co.in">secretarial@lmw.co.in</a>
7.	Telephone	+91 422 7192255
8.	Website	<a href="http://www.lmwglobal.com">www.lmwglobal.com</a>
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (Address: Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001). 2. National Stock Exchange of India Limited (Address: Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra East, Mumbai - 400 001).
11.	Paid-up capital	₹10,68,30,000/-
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Sri C R Shivkumaran, Company Secretary E-mail: <a href="mailto:secretarial@lmw.co.in">secretarial@lmw.co.in</a> Phone: +91 422 7192255
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 made under this report are on a standalone basis.
14.	Name of assurance provider	Sustainability Actions Private Limited, Gurgaon
15.	Type of assurance obtained	Reasonable Assurance

### II. Products/Services

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

Sl. No	Description of Main Activity	Description of Business activity	% of Turnover of the entity
1	Textile Machinery	Manufacturing	61%
2	CNC Machine Tools		30%

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

Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1	Textile Machinery	28261	61%
2	CNC Machine Tools	28221	30%

### III. Operations

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

Locations	Number of plants	Number of offices	Total
National	10	2	12
International	Nil	5	5

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	21 States and 6 Union Territories
International (No. of Countries)	15

b) What is the contribution of exports as a percentage of the total turnover of the entity? Contribution of exports during the Financial Year ended 31<sup>st</sup> March 2025 is: 11%

c) A brief on types of customers

LMW Limited caters to both public and private sector customers in discrete and process industries including but not limited to Textiles, Aerospace & Defence, Iron & Steel, Automotives, Ports, Power, Railways, Renewables and Transportation.

### IV. Employees

20. Details as at the end of Financial Year (as on 31<sup>st</sup> March 2025):

a) Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	<b>EMPLOYEES</b>					
1	Permanent (D)	2,408	2,327	96.64%	81	3.36%
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total employees (D + E)	2,408	2,327	96.64%	81	3.36%
	<b>WORKERS</b>					
4	Permanent (F)	1,219	1,219	100.00%	Nil	Nil
5	Other than Permanent (G)	78	74	94.87%	4	5.13%
6	Total workers (F + G)	1,297	1,293	99.69%	4	0.31%

b) Differently abled employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>					
1	Permanent (D)	1	Nil	Nil	1	100.00%
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total of differently abled employees (D + E)	1	Nil	Nil	1	100.00%
	<b>DIFFERENTLY ABLED WORKERS</b>					
4	Permanent (F)	6	6	100.00%	Nil	Nil
5	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6	Total of differently abled workers (F + G)	6	6	100.00%	Nil	Nil

21. Participation/ Inclusion/ Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel*	2	Nil	Nil

\*Key Management Personnel other than Board of Directors

22. Turnover rate for permanent employees and workers:

Particulars	Turnover rate in current FY (2024-25)			Turnover rate in previous FY (2023-24)			Turnover rate in the year prior to the previous FY (2022-23)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.56%	26.64%	13.06%	12.27%	16.76%	12.45%	16.05%	20.51%	16.23%
Permanent Workers	Nil	NA	Nil	0.94%	NA	0.94%	2.00%	NA	2.00%

Note: In the table NA means not applicable.

## V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

23. (a) Names of holding/ subsidiary/ associate companies/ joint ventures

Sl. No	Name of the Holding/ Associate Companies/ Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	Percentage of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	LMW Aerospace Industries Limited, India	Wholly Owned Subsidiary	100%	No
2	LMW Holding Limited, United Arab Emirates	Wholly Owned Subsidiary	100%	No

Note: During the year under review, LMW Textile Machinery (Suzhou) Co. Ltd located in China and LMW Global FZE located in the United Arab Emirates became wholly owned subsidiaries of LMW Holding Limited located in the United Arab Emirates. Hence, they are now step-down subsidiaries of the Company (the Listed entity).

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- (ii) Turnover (in ₹): 2,807,40,43,847.51/-
- (iii) Net worth (in ₹): 2,576,55,01,945.02/-

## 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 weblink for grievance redress policy)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year <sup>#</sup>	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	Nil	Nil		Nil	Nil	
Investors (Other than Shareholders)							
Shareholders		6	0		2	0	
Employees and workers		Nil	Nil		Nil	Nil	
Customers		1,652	248		4,158	131	
Value Chain Partners		Nil	Nil		Nil	Nil	
Others (Please specify)	Not Applicable						

\*Please refer to the Whistle Blower Policy and Business Responsibility Policies available at: <https://www.lmwglobal.com/investors/Policies.html>

<sup>#</sup>Necessary action is being taken to resolve the pending complaints

26. Overview of the entity's material responsible business conduct issue:

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:

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.	Emissions	Risk	<p>Increased carbon footprint contributes to climate risk. Climate change-induced instability will have a direct consequence for vital Company infrastructure, as well as secondary repercussions on economic capabilities.</p> <p>Failure to adopt appropriate countermeasures to reduce the carbon intensity of the business can impact brand reputation &amp; stakeholder confidence.</p>	<p>Emission reduction initiatives for identified areas of higher emissions.</p> <p>Exploring options to move to low-carbon fuels that have lesser emissions such as biodiesel, natural gas, Compressed Biogas (CBG), etc.</p>	Impact on Company's reputation and brand value.
2.	Energy	Risk, Opportunity	<p>Risk: LMW's business activities are primarily the manufacturing of various machinery tools and equipment. This is an energy intensive process, which could lead to a lack of optimisation of direct as well as indirect energy consumption and continued reliance on fossil fuel-based energy sources.</p> <p>Opportunity: Having already achieved a significant reliance on renewable energy, the Company remains committed to maintaining and strengthening this focus while continuously seeking opportunities to improve energy consumption efficiency.</p>	<p>The company has set an internal target to offset 100% of energy consumption with renewable energy.</p> <p>The Company has a 15 MW Solar Power Generation Plant and has also installed 28 windmills with a total capacity of 36.80 MW. This has helped offset the emissions generated by energy consumption from conventional non-renewable sources.</p> <p>As a measure of energy efficiency across divisions, sodium vapour lights are being replaced with LED.</p>	<p>Reduction in energy and environmental costs.</p> <p>Increased operational efficiency.</p> <p>Improved equipment lifespan.</p>

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)
3.	Waste Management	Risk	<p>Manufacturing of equipment leads to the generation of a significant amount of waste across all divisions. The waste generated is both hazardous (metal scraps, paints, etc.) as well as non-hazardous (paper, wood, etc.).</p> <p>Lack of waste management and waste re-utilization could lead to operational inefficiency and hinder product manufacturing.</p>	Waste in the form of metal chips is used as raw material for the Foundry division. Hazardous waste generated during operations is disposed through authorized vendors.	Legal fines.
4.	Efficient Resource Utilization	Opportunity	The Company's focus on minimising the negative impact of operations on the environment and utilizing natural resources in an efficient and sustainable manner can improve operational efficiency and attract environmentally conscious customers.	-	<p>Lower operational costs.</p> <p>Increase in revenue share from environment conscious customers.</p> <p>Scope to increase reliability of renewable energy.</p>
5.	Occupational Health & Safety	Opportunity	The company's ability to provide a work environment free of injuries, fatalities, and illness, and promote better health and wellbeing of employees results in better productivity and boosts employee morale.	-	Reduced cost of talent acquisition.
6.	Training & Education	Opportunity	Providing training to employees and workers leads to skill enhancement as well as reduced margin for errors/accidents, thus increasing the productivity of the workforce.	-	Increased productivity.

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)
7.	Product Quality	Opportunity	Efficient resource utilisation minimises waste of raw materials and energy. Using the right amount of high-quality resources and reducing process waste directly contributes to a higher standard of product quality and safety.	-	Improved customer satisfaction. Increased product demand.
8.	Customer Satisfaction	Opportunity	The Company provides superior products and quality services that enhance value and customer satisfaction through continual improvement in People, Systems, Processes, Technology and Practices.	-	Higher net profit.
9.	Business Ethics	Risk & Opportunity	Risk: Non-adherence to ethical standards can expose the organization to legal fines, penalties, and damaged reputation. Opportunity: Compliance with ethical standards can result in improved Company reputation and relations with other business entities.	Building awareness and training for internal stakeholders on ethical business practices. Effective mechanisms and management systems for ensuring that the Company and its employees are compliant with the laws, regulations, standards, and ethical practices that apply to the organization and industry.	Legal fines and penalties
10.	Technology & Innovation	Opportunity	Leverage technology and innovation to enhance the digital experience for customers and consumers, and to gain operational advantages. The development of sustainable products and solutions could provide long-term social and environmental benefits while creating economic benefits for the Company.	-	Innovative Technology can enhance work efficiency, expand our product portfolio and customer reach, and increase convenience.

## 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.

The National Guidelines for Responsible Business Conduct (NGRBC), as prescribed by the Ministry of Corporate Affairs advocates nine Principles referred to as P1-P9 given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Sl. No	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b.	Has the policy been approved by the Board? (Yes/No)					Yes				
c.	Web Link of the Policies, if available	<a href="https://www.lmwglobal.com/investors/Policies.html">https://www.lmwglobal.com/investors/Policies.html</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4.	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	LMW's manufacturing facilities and office premises have well defined Environment, Health, Safety and Quality Management systems in place with stringent internal standards and are also certified with international standards like ISO 45001: 2018: Occupational Health and Safety Management system; ISO 14001: 2015: Environmental Management system, ISO 9001: 2015: Quality Management system. Additionally, wherever necessary/applicable the respective laboratory facilities are NABL accredited with ISO/IEC 17025: 2017, Pressure Equipment Directive 2014/68/EU, AS9100D (Aerospace Quality Management System), NADCAP. Besides, the Company's foundry units have received the GreenCo Platinum level certification from CII – Sohrabji Godrej Green Business Centre, BIS Certification as per IS 210 : 2009 for Grey Iron Castings and the Marine Certification by DNV, BV, ABS and Lloyd's Register.								

Sl. No	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Nil								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

### Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure).

#### Response:

Since its inception, the Company has maintained a strong and early commitment to environmental well-being, proactively integrating Environmental, Social, and Governance (ESG) principles into its operations well before they gained widespread recognition.

The Company is actively implementing measures aimed at reducing absolute carbon emissions across its facilities. This reduction is being achieved through various initiatives focused on enhancing operational efficiency, expanding renewable energy generation and procurement, and transitioning to cleaner fuels.

Its business offerings encompass a comprehensive range of energy-efficient and environment-friendly products and solutions. These offerings enable industries to optimise energy consumption, decrease greenhouse gas emissions, and minimise freshwater intake through water reuse and recycling technologies.

Recognising the evolving energy landscape and its potential to contribute to this shift, the Company has strategically focused its efforts on green energy solutions. Its strategies are proactively aligned with broader climate change mitigation and sustainability objectives. To strengthen its clean energy offerings and solidify its position as a trusted energy transition partner for its customers, the Company is investing in research and development, enhancing its digital capabilities, and forging partnerships with other technology companies.

On the social front, the Company is actively involved in initiatives aimed at fostering equal opportunities through education and empowering the informal workforce through dedicated programmes.

The Company acknowledges the significant challenges inherent in meeting its ESG imperatives. These include navigating the complexities of existing industrial infrastructure and facilitating their transition to cleaner, more sustainable alternatives; managing the cost implications of implementing technological innovations; assessing and mitigating the sustainability practices and associated environmental and social risks within its supply chain; and ensuring robust data collection and reporting on ESG performance metrics across the organisation.

Despite these challenges, the Company remains steadfast in its commitment to addressing them through continuous innovation, strategic partnerships, proactive stakeholder engagement, and the ongoing improvement of its ESG practices. The Company recognises the progress it has made and is dedicated to pursuing further advancements in its sustainability journey.

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

**Response:** At the highest level, Executive Directors along with the other Board of Directors of the Company

are responsible for the implementation and oversight of the Business Responsibility Policy(ies). The Corporate Social Responsibility Committee oversees the social factors affecting the environment in which the Company operates and provides necessary insights to the Board of Directors. Whereas, the Risk Management Committee of the Company oversees all the other factors related to the Environment, Social and Governance aspects of the Organization and provides adequate inputs to the Board of Directors.

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

**Response:** As stated above, the Risk Management Committee and the Corporate Social Responsibility Committee provide inputs to the Board for decision making on sustainability related factors. Details regarding the composition of the Risk Management Committee and the Corporate Social Responsibility Committee are available in the Corporate Governance Report found elsewhere in the Annual Report.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	A Statutory Compliance Certificate on applicable laws is provided by the Company Secretary (based on the confirmation received from the respective business heads) to the Board of Directors.									Quarterly								

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

## 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

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

Utilising the skills and abilities of our employees through focused talent development initiatives is our main priority. Our programmes are intended to enable employees to follow goals that suit their particular career aims as well as the organisation’s strategies. We provide our employees with a range of leadership and skill development programmes, including leadership enhancement workshops and skill and competency development projects.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	The Board is made aware of critical areas through comprehensive familiarisation and awareness programs. These programs cover Business and Operations, Regulations and Compliance, the Code of Business Conduct and Ethics, Financial and Taxation Topics, Risk Management, and Internal Controls. Furthermore, the Board receives frequent updates on company developments, key regulatory changes, risks, legal cases, and compliance matters, ensuring informed decision-making and effective oversight.	100.00%
Key Managerial Personnel	4	The Company’s KMP and employees are engaged in diverse training programs via a hybrid learning model encompassing virtual classrooms and e-learning. Beyond individual development, organization-wide programs included Compliance Training, Information and Cyber Security Awareness, Code of Conduct, POSH Awareness, general awareness sessions, and CSR programs.	100.00%
Employees other than BoD and KMPs	183		78.16%
Workers	68	Safety, First Aid & skill up-gradation training, Vocational training focused on achieving employable skills	Operators: 99.00% Contract Labour: 100.00% Apprentices: 100.00%

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

<b>Monetary</b>					
<b>Particulars</b>	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (in ₹)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Penalty/ Fine	Principle 4	Assistant Commissioner State Tax (ST) (Intelligence), Coimbatore, Tamil Nadu.	₹9,55,000/-	Job work: non-payment of tax on sale of scrap by job worker	Yes
		Assistant Commissioner State Tax (ST) (Intelligence), Coimbatore, Tamil Nadu.	₹13,99,052/-	Job work: non-payment of tax on sale of scrap by job worker	Yes
Settlement	Nil				Not Applicable
Compounding Fee	Nil				Not Applicable

<b>Non-monetary</b>					
<b>Particulars</b>	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (in ₹)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
Imprisonment	Nil				Not Applicable
Punishment	Nil				Not Applicable

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:

<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
Penalty of ₹9,55,000/- for Job work: non-payment of tax on sale of scrap by job worker	Deputy Commissioner, State Tax (ST) (Intelligence), Coimbatore, Tamil Nadu
Penalty of ₹13,99,052/- for Job work: non-payment of tax on sale of scrap by job worker	Deputy Commissioner, State Tax (ST) (Intelligence), Coimbatore, Tamil Nadu

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.

**Response:** Yes, the Company has an anti-corruption/anti-bribery policy as a part of the Business Ethics Policy. This policy is in line with applicable anti-corruption/anti-bribery regulations. LMW conducts its operations and activities in compliance with the Business Ethics Policy and expects everyone associated with it to conduct their business with integrity. The Company's policy strictly prohibits any form of improper / unethical payments. Any payment or benefit conveyed, and is ethical, must be fully transparent, adequately documented, and duly

accounted. This policy is communicated to all employees through induction programmes, policy manuals and intranet portals. The web-link for the Policy is: <https://www.lmwglobal.com/pdf/investors1/policies/business%20responsibility%20policy/01%20Business%20Ethics%20Policy.pdf>

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		
Employees		
Workers		

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	
Number of complaints received in relation to issues of Conflict of interest of the KMPs				

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

**Response:** There was no instance of corrective action or issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payable	113 days	70 days

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 Purchase	a) Purchase 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 houses	Nil	Nil

Parameter	Metrics	FY 2024-25	FY 2023-24
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 (Purchase of goods with related parties / Total Purchases)	19.03%	25.30%
	b) Sales (Sale of goods to related parties / Total Sales)	4.92%	5.75%
	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.

### Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D <sup>1</sup>	0.87%	2.20%	See Note <sup>2</sup>
Capex <sup>1</sup>	0.26%	15.56%	

#### Note:

- The Company's overall capex programme is designed towards investment in assets that continually improve the quality of manufacturing processes. This helps the Company to not only reduce environmental and social impacts resulting from its operations but also to offer products and services that have optimal impact on the environment.
  - R&D for improving environmental and social impacts of the product is done by the Company considering the customers' requirements.
- Does the entity have procedures in place for sustainable sourcing? (Yes/No):

**Response:** Yes. Sustainability principles are integrated throughout the Company's supply chain practices, extending our commitment to our suppliers. LMW mandates that its suppliers adhere to all applicable governmental regulations, both local and international, concerning environmental standards, minimum wage requirements, the prohibition of child labour, anti-bribery and anti-corruption measures, and health and safety protocols. Furthermore, suppliers are expected to comply with all environment, health, safety, and other operational policies established by the Company.

The Company's manufacturing processes are subject to annual monitoring and continuous improvement to ensure reduced energy and resource consumption. To minimise our environmental impact, LMW prioritises the procurement of high-quality materials and products that are readily available locally. Additionally, the Company actively promotes and utilises sustainable packaging solutions whenever feasible.

The Code of Conduct for Suppliers & Vendors can be found on the website of the Company at <https://www.lmwglobal.com/pdf/investors1/policies/business%20responsibility%20policy/08%20Supplier%20Code%20of%20Conduct.pdf>

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

**Response:** Before onboarding a supplier, LMW's vendor capability assessment system thoroughly evaluates their processes and products to ensure sustainability. For existing suppliers, we conduct regular assessments and audits to ensure ongoing compliance with our sustainability standards. As a result, 100% of our sourcing is conducted sustainably.

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.

**Response:** LMW is an Original Equipment Manufacturer (OEM). The Company's products have a resale value and can be recycled and/or retrofitted.

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.

**Response:** Not applicable

### PRINCIPLE 3

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

#### Essential Indicators:

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

Category	Percentage 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	2,327	2,327	100.00%	Nil	Nil		Nil				
Female	81	81	100.00%		81	100.00%					
Total	2,408	2,408	100.00%		81	3.36%					
<b>Other than Permanent Employees</b>											
Male	Nil	Nil	Not Applicable	Not Applicable							
Female											
Total											

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

Category	Percentage 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	1,219	1,219	100.00%	-	-	Not Applicable					
Female	Nil	Nil	Nil	Nil	Nil						
Total	1,219	1,219	100.00%	-	-						

Category	Percentage of workers covered by										
	Total (A)	Health Insurance		Accident Insurance <sup>#</sup>		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>Other than Permanent Workers*</b>											
Male	74	Nil	Not Applicable	Not Applicable							
Female	4										
Total	78										

\*covered under ESIC

<sup>#</sup>covered under Employees Compensation Act, 1923

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.86%	0.72%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a percentage of total employees	No. of Workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N / N.A.)	No. of employees covered as a percentage of total employees	No. of workers covered as a percentage of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100% of applicable employees as per the Act	100% of applicable workers as per the Act	Yes	100% of applicable employees as per the Act	100% of applicable workers as per the Act	Yes
Gratuity	100% of applicable employees as per the Act	100% of applicable workers as per Act	Yes	100% of applicable employees as per the Act	100% of applicable workers as per the Act	Yes
ESI	100% of applicable employees as per the Act	100% of applicable workers as per the Act	Yes	100% of applicable employees as per the Act	100% of applicable workers as per the Act	Yes
Others-please specify: Nil	Not Applicable					

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.

**Response:** LMW engages with differently abled stakeholders frequently. The Company's efforts focus on making its premises more accessible to differently abled stakeholders. The Company seeks to ensure that its physical infrastructure (buildings, furniture, facilities, and services in the building/campus) adhere to the accessibility standards as given/cited in the Rights of Persons with Disabilities (RPWD) Act and other applicable rules. The Company continuously aims to revamp its existing buildings to ensure strict compliance with the standards. Any new facility that is built / renovated / leased / rented will be evaluated for compliance with accessibility standards at different stages of the building construction. Any employee facing accessibility issues can report to the facilities team at their location or write to the Liaison Officer.

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.

**Response:** Yes, the Company has an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. The policy states that recruitment decisions will be based solely on merit, and there will be no discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnicity, disability or any other category protected by applicable law. The Company follows an inclusive evaluation process by ensuring that a person with a disability is provided with any suitable flexibility and accommodation that may be required so that she/he may be evaluated fairly. The Company is committed to eliminating all forms of unlawful discrimination, and strives to provide clear terms of employment, training, development, and performance management.

Equal Opportunity Policy of the Company can be found on the Company's website at <https://www.lmwglobal.com/pdf/investors1/policies/business%20responsibility%20policy/10%20Equal%20Opportunity%20Policy.pdf>

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	Nil	0.00%	NA	NA
Total	NA	NA	NA	NA

Note: The Company provides maternity leave only. In the table NA means not applicable.

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.

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has internal procedures in place for grievance redressal of employees and workers. The Grievance Redressal Committee is formed in accordance with Sec 9C of the Industrial Dispute Act, 1947 where the employees can redress their grievances. The structured grievance redressal forum monitors and reviews complaints received, if any. Along with this forum, the Company also has a Safety committee which carries out interaction with all departments periodically. Besides the safety committee the Company also has an Internal Complaints Committee as required under POSH Act 2013. The Company also has a Whistle Blower mechanism to receive/process/resolve grievances, if any of employees and workers. For canteen related grievances, a Canteen Committee has been formed, meetings are being conducted, and the minutes are recorded in the designated register.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 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)
Total Permanent Employees	2,408	Nil	NA	2,333	Nil	NA
Male	2,327	Nil	NA	2,243	Nil	NA
Female	81	Nil	NA	90	Nil	NA
Total Permanent Workers	1,219	1,219	100.00%	1,257	1,257	100.00%
Male	1,219	1,219	100.00%	1,257	1,257	100.00%
Female	Nil	Nil	NA	Nil	Nil	NA

Note: In the table NA means not applicable.

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	2,327	1,890	81.22%	1,993	85.65%	2,243	1,773	79.05%	1,897	84.57%
Female	81	23	28.40%	68	83.95%	90	83	92.22%	76	84.44%
Total	2,408	1,913	79.44%	2,061	85.59%	2,333	1,856	79.55%	1,973	84.57%
<b>Workers</b>										
Male	1,219	1,215	99.67%	975	79.98%	1,257	966	76.85%	816	64.92%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	1,219	1,215	99.67%	975	79.98%	1,257	966	76.85%	816	64.92%
<b>Other than Permanent Workers</b>										
Male	74	74	100.00%	74	100.00%	232	232	100.00%	232	100.00%
Female	4	4	100.00%	4	100.00%	3	3	100.00%	3	100.00%
Total	78	78	100.00%	78	100.00%	235	235	100.00%	235	100.00%

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	2,327	2,327	100.00%	2,243	2,243	100.00%
Female	81	81	100.00%	90	90	100.00%
Total	2,408	2,408	100.00%	2,333	2,333	100.00%
<b>Workers</b>						
Male	1,219	1,219	100.00%	1,257	57	4.53%
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	1,219	1,219	100.00%	1,257	57	4.53%

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?

**Response:** To enable and ensure a healthy, safe workplace, the Company has a comprehensive Environment, Occupational Health, and Safety Management System (EOHS) in place. LMW ensures that its EOHS system is implemented across all sites. All manufacturing locations are certified for requirements under ISO 45001 (Occupational Health and Safety System). The adoption of various precautionary safety measures are integrated with the system.

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

**Response:** LMW has implemented a Hazard Identification and Risk Assessment (HIRA) program in its operations. The Company is also providing guidance on proper equipment handling and has appropriate protective wear (e.g., helmets, eye masks) in place according to the statutory requirements. The Company's plant managers monitor the entire manufacturing process to avoid any instance of safety related accident. Near miss incidents are recorded and reviewed by the managers to identify work related hazards and ensure workplace safety.

- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes/No)

**Response:** Yes, the Company encourages its workers to report near-miss and consistently promotes a strong safety culture in the organization.

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

**Response:** Yes, LMW collaborates with local hospitals to provide its workers and employees with non-occupational medical and healthcare services.

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	0.13
	Workers	Nil	0.40
Total recordable work-related injuries	Employees	2	3
	Workers	31	33
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 workplace.

**Response:** The Company ensures that its operations are compliant with all safety related statutory norms. LMW also ensures that safety training is provided to employees and workers right after joining. The Company has department wise Standard Operating Procedures (SOP) in place. All the manufacturing locations are certified for requirements under ISO 45001 (Occupational Health and Safety System). The comprehensive Environment, Occupational Health and Safety Management System (EOHS) ensures the workplace safety of the workforce. The Company also has in place various other initiatives/measures to ensure a happy, healthy and safe workplace for its employees.

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

Particulars	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		
Health & Safety						

14. Assessments for the year:

	Percentage of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices <sup>1</sup>	100%
Working Conditions <sup>1</sup>	

<sup>1</sup>All the factories and offices of the Company are subject to regular/periodical visit/inspection by relevant statutory authorities.

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.

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

#### PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders.

#### Essential Indicators:

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

The process of identifying key stakeholder groups involves gathering and analysing information to understand the interests, needs, and concerns of the stakeholders, categorizing them based on their level of importance, and developing a plan to engage with them effectively.

2. List of stakeholder groups identified as key for the 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	Visits, Meetings, Survey, Newsletters, Brochures, social media, and e-mail	Need basis	Information on business offering and to understand customer requirements

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
Employees	No	Bulletin Boards, Intranet, Mailers, and internal Committees	Need basis	For career management, ensuring personal growth, provide learning opportunities and gather informal feedback
Investors	No	Meetings, Print media and through Stock Exchanges	Quarterly and Need basis	Investor related communication
Suppliers	No	Supplier Meetings, social media, and Mailers	Need basis for any centrally driven topic	To educate about the recent developments in the industry
Government / Regulatory Bodies	No	Policy advocacy, Partnership with industry bodies and Meetings	Need basis	Ensure compliance
Local Community / Society	Yes	Site visits, Press Release, social media, NGOs, Case Studies, and Mailers	Quarterly/ periodic review meetings based on the characteristics of each CSR project	To develop the CSR project along with the community, according to the needs of the community

## PRINCIPLE 5

Businesses should respect and promote human rights.

### Essential Indicators:

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

Category	FY 2024-25			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	2,408	2,408	100.00%	2,333	2,206	94.56%
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total	2,408	2,408	100.00%	2,333	2,206	94.56%
<b>Workers</b>						
Permanent	1,219	1,219	100.00%	1,257	1,257	100.00%
Other than Permanent	78	78	100.00%	235	235	100.00%
Total	1,297	1,297	100.00%	1,492	1,492	100.00%

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>Employees</b>										
<b>Permanent</b>										
Male	2,327	Nil	Nil	2,327	100.00%	2,243	Nil	Nil	2,243	100.00%
Female	81	Nil	Nil	81	100.00%	90	Nil	Nil	90	100.00%
<b>Other than Permanent</b>										
Male	Nil					Nil				
Female										
<b>Workers</b>										
<b>Permanent</b>										
Male	1,219	Nil	Nil	1,219	100.00%	1,257	Nil	Nil	1,257	100.00%
Female	Nil					Nil				
<b>Other than Permanent</b>										
Male	74	Nil	Nil	74	100.00%	232	Nil	Nil	232	100.00%
Female	4	Nil	Nil	4	100.00%	3	Nil	Nil	3	100.00%

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

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) (See Note)	9	10,00,000	3	6,54,795
Key Managerial Personnel	2	67,95,563	Nil	NA
Employees other than BoD and KMP	2,325	6,80,181	81	6,20,233
Workers	1,219	9,98,865	Nil	NA

Note: For details on Board of Directors remuneration and the period in office, please refer to the Corporate Governance Report. In the table NA means not applicable.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.97%	2.29%

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)

**Response:** Yes, the Head of HR oversees addressing human rights impacts or issues caused or contributed to by the business that may be raised by internal employees or contractors.

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

**Response:** The Company has a 'Whistle Blower Mechanism' in place through which employees can suitably represent any perceived misconduct or complaints related to human rights issues. The Company also has an Anti-Sexual Harassment Policy and Committees in place to ensure the safety and dignity of employees. All employees are educated on Human Rights Policy through induction programmes, policy manuals and intranet portals. Any grievances falling under the purview of this policy can be addressed to the HR department. For unionised employees, a robust grievance handling procedure is in existence. The Human Rights Policy of the Company can be found on the Company's website at <https://www.lmwglobal.com/pdf/investors1/policies/business%20responsibility%20policy/05%20Human%20Rights%20Policy.pdf>

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

Particulars	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						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on/of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	Not Applicable	Not Applicable

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

**Response:** The Company has adopted a robust whistle blower mechanism to ensure transparent and fair action in case of any misconduct or unethical practice. The Whistle blower policy states that identity of the complainant will be kept confidential to the extent possible given the legitimate needs of law and the investigation. Additionally, the policy protects the complainant from discrimination, victimization, retaliation,

threat, discrimination, or any other unfair employment practice being adopted against a Whistle Blower. Whistle Blower policy of the Company can be found on the Company's website <https://www.lmwglobal.com/pdf/investors1/policies/12%20Whistle%20Blower%20Policy.pdf>

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

**Response:** Yes, the Company follows internationally accepted human rights norms and standards which also extend to business agreements and contracts.

10. Assessments for the year:

Particulars	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of our plants and offices are inspected regularly by respective statutory authorities.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Nil	

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

**Response:** There are no such instances of significant risks or concerns arising from the assessment.

## PRINCIPLE 6

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

### Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	2,67,649.08 GJ	3,13,498.45 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption from renewable sources (A+B+C)</b>	<b>2,67,649.08 GJ</b>	<b>3,13,498.45 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	12,759.00 GJ	83,208.47 GJ
Total fuel consumption (E)	58,025.00 GJ	58,149.69 GJ
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>70,784.00 GJ</b>	<b>1,41,358.16 GJ</b>
<b>Total energy consumed# (A+B+C+D+E+F)</b>	<b>3,38,433.08 GJ</b>	<b>4,54,856.61 GJ</b>
<b>Energy intensity per Rupee of turnover (Total energy consumed/ Revenue from operations)</b>	<b>0.0000121 GJ Per Rupee</b>	<b>0.0000101 GJ Per Rupee</b>

Parameter	FY 2024-25	FY 2023-24
<b>Energy intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>0.0000029 GJ Per Rupee</b>	<b>0.0000028 GJ Per Rupee</b>
<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? No.

\* The business verticals of the Company do not have a uniform output metric(s)

# Previous year figures have changed based on revised workings

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.

**Response:** Not applicable. The Company does not come under any sector which comes under PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,96,810.00 kl	2,57,556.42 kl
(ii) Groundwater	73,153.10 kl	68,195.85 kl
(iii) Third party water	332.00 kl	390.00 kl
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)#</b>	<b>2,70,295.10 kl</b>	<b>3,26,142.27 kl</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>
<b>Water intensity per Rupee of turnover (Total Water Consumption / Revenue from operations)</b>	<b>0.0096 Litres per Rupee</b>	<b>0.0072 Litres per Rupee</b>
<b>Water intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>0.0023 Litres per Rupee</b>	<b>0.0020 Litres per Rupee</b>
<b>Water intensity in terms of physical output*</b>		
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) No.

\* The business verticals of the Company do not have a uniform output metric(s)

# Previous year figures have changed based on revised workings

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	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others- Gardening		
No treatment	Nil	Nil
With treatment – Tertiary treatment	66,278.00 kl	86,241.81 kl
<b>Total water discharged (in kilolitres)#</b>	<b>66,278.00 kl</b>	<b>86,241.81 kl</b>

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

#Previous year figures have changed based on revised workings

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

**Response:** Yes, the Company has implemented a Zero Liquid Discharge (ZLD) mechanism at its plants. The recycled water is used for toilet flushing and other process in the Company premises. The Company has also installed a Sewage Treatment Plant (STP) along with a Reverse Osmosis (RO) plant for water treatment along with an agitated thin film drier at TMD-Unit 2 to increase the output quality of the treated water and thereby reduce hazardous waste generation.

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	Micro gram / Meter cube	24	26
SOx	Micro gram / Meter cube	25	27
Particulate Matter (PM)	Micro gram / Meter cube	92	28
Persistent Organic Pollutants (POP)		Nil	Nil
Volatile Organic Compounds (VOC)		Nil	Nil
Hazardous Air Pollutants (HAP)		Nil	Nil
Others – Foundry Dust	Tons	19	1021

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

**Response:** As part of the Company's sustainability objective, LMW is in the process of undertaking calculation of scope 1 & scope 2 emissions across all its businesses. Currently the Company has completed scope 1 & 2 emission calculation.

Parameter	Unit	FY2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	<b>4,682.20</b>	<b>5,618.10</b>
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	<b>2,577.00</b>	<b>18,253.00</b>
<b>Total Scope 1 and Scope 2 emission intensity per Rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent	<b>0.00000026 tCo<sub>2</sub>e per Rupee</b>	<b>0.00000052 tCo<sub>2</sub>e per Rupee</b>
<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)	-	<b>0.00000006 tCo<sub>2</sub>e per Rupee</b>	<b>0.00000015 tCo<sub>2</sub>e per Rupee</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output*</b>			
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.

\*The business verticals of the Company do not have a uniform output metric(s)  
(Previous year figures have been changed based on revised workings)

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

**Response:** The Company's focus lies in reducing net emissions by tracking overall energy consumption and we have internally set a target to 100% offset the energy consumption with renewable energy. The scope 1 emissions account for around 62% of overall emissions. Diesel and LPG account for the majority of scope 1 emissions (53% and 28% respectively). Therefore, the Company is exploring options to move to low-carbon fuels which have lesser emissions. These include the use of biodiesel, compressed natural gas (CNG), instead of diesel in generators, switching to electric heaters from LPG in canteens etc. CNG is cost-effective and a better alternative for Acetylene used in the foundry division.

The Company's scope 2 emission accounts for 38% of overall emissions, most of which were offset by the wind and solar power generating facilities installed by the Company. The Company has a 15 MW Solar Power Generation Plant and has also installed 28 windmills with a total capacity of 36.80 MW. This has helped offset the emissions generated by energy consumption from conventional non-renewable sources.

The Company is continuously developing and modifying processes to minimize the use of energy and fossil fuels. To reduce the emissions from non-renewable sources, the Company is replacing sodium vapour lights with LED. The Company has also reduced emissions caused by refrigerant through better refrigerant management leading to lower emissions. Along with this, the Company is switching to energy efficiency compressors.

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)	142.18	219.60
E-waste (B)	2.19	2.80
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	11.53	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any (G)*	5,125.70	9,752.90
Other Non-hazardous waste generated (H)** Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	920.70	2,273.40
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>6,202.30</b>	<b>12,248.70</b>
<b>Waste intensity per Rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00000022 tCo2e per Rupee	0.00000026 tCo2e per Rupee
<b>Waste intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.00000005 tCo2e per Rupee	0.00000007 tCo2e per Rupee
<b>Waste intensity in terms of physical output#</b>		
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	4,479.73	8,766.40
(ii) Re-used	369.71	888.30
(iii) Other recovery operations***	1,352.85	2,271.20
<b>Total</b>	<b>6,202.29</b>	<b>11,925.90</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Incineration	8.99	11.50
(ii) Landfilling	15.33	15.80
(iii) Other disposal operations****	Nil	Nil
<b>Total</b>	<b>24.32</b>	<b>27.30</b>

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

\*Other hazardous waste includes metal scraps.

\*\*Other Non-hazardous waste includes scraps of paper, wood, rubber, and other non-metallic waste.

\*\*\*Other recovery operations include the waste that was co-processed.

\*\*\*\*Other disposal operations include waste that was disposed.

#The business verticals of the Company do not have a uniform output metric(s).

(Previous year figures have been changed based on revised workings)

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.

**Response:** Various measures are taken by the Company to handle waste at its facilities, namely:

**Zero Liquid Discharge:** The Company has installed a Sewage Treatment Plant (STP) along with RO plants and a Zero Liquid Discharge mechanism at its plants.

**Hazardous waste:** The hazardous waste generated during operations is disposed through authorized vendors who have the necessary certification/licenses to handle such waste.

**E-Waste:** The Company disposes of outdated servers, monitors, computers, and other e-waste generated in its operations through e-waste management vendors approved by the government.

**Production/Other waste:** The Company also has a well-established waste recycling system which helps it to reuse more than 10% of production waste generated. The cast iron and mild steel waste generated from the manufacturing process is recycled entirely in an in-house foundry. This is achieved by initially briquetting and shredding of waste before melting. The Company's sand reclamation facility recycles waste sand from foundry processes. Other waste such as plastic, office waste, packaging, and paper is given to vendors for recycling. Food waste from cafeterias is given to vendors to use as animal feed and manure in nearby farmlands. The Company has disposed of old batteries through authorised vendors for recycling.

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:

**Response:** Not applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

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

**Response:** No environmental impact assessment of projects was undertaken by the Company during the current financial year.

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:

Sr. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Not Applicable as the Company is compliant with all applicable laws and regulations.				

## PRINCIPLE 7

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

### Essential Indicators:

1. a. Number of affiliations with trade and industry chambers/ associations:

**Response:** The Company is associated with about 30 trade and industry chambers/associations.

- 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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers / associations (State/ National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chamber of Commerce and Industry	National
3	Federation of Indian Export Organization	National
4	Indian Chamber of Commerce and Industry	National
5	Textile Machinery Manufacturers' Association of India	National
6	Indian Machine Tool Manufacturers' Association	National
7	Society of Indian Aerospace Technologies and Industries	National
8	Indian Wind Power Association	National
9	International Textile Manufacturers' Federation	International
10	The Institute of Indian Foundrymen	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.

**Response:** There were no cases of anti-competitive conduct during the reporting period.

Name of authority	Brief of the case	Corrective action taken
	Nil	

## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

### Essential Indicators:

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

**Response:** 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:

**Response:** Not applicable

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

**Response:** The scope of our Whistle blower policy covers external stakeholders, through which community members can raise their concerns. Along with this, we also implement a public grievance redressal mechanism,

where any complaints or grievances of our stakeholders, including the community, can be addressed directly to our Administration Department at the following address:

Head - Administration,  
LMW Limited,  
SRK Vidyalaya Post,  
Perianaickenpalayam,  
Coimbatore 641 020,  
Tamil Nadu, India.  
Phone: +91 422 7192255  
Email: [info@lmw.co.in](mailto:info@lmw.co.in)

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	17%	16%
Directly from within India	76%	75%

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

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi-Urban	93.65%	92.96%
Urban	Nil	Nil
Metropolitan	6.35%	7.04%

(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.

### Essential Indicators:

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

**Response:** Customer feedback and opinions are collected on a real time basis at frequent intervals. The Company has undertaken a customer centric methodology and aims to resolve issues of the consumers on a timely basis. The global service team receives customer complaints from service engineers or selling agencies. The complaints are registered online in the DEMS Portal (maintained within the Company), categorizing the complaint received and assigning accountability. Daily meetings are held with cross-functional team members to discuss and analyse complaints. If a complaint is within the warranty period, free replacement parts are dispatched to the customer. Also, containment actions are initiated, and root cause analysis is performed. Corrective actions are proposed, implemented, and monitored. the effectiveness of corrective action is also evaluated to prevent recurrence. The quality team acknowledges these actions and updates relevant standardization documents. If issues persist, further analysis is conducted. Horizontal deployment may be considered for similar products.

Scope of the Whistle Blower policy allows all stakeholders to raise their concerns. Along with this, the Company also has a public grievance redressal mechanism, where any complaints or grievances can be addressed directly to the Administration department through an email address and phone number provided on the website.

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

**Response:** LMW is compliant with disclosure requirements as per applicable laws.

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

Particulars	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	Not Applicable	Not Applicable	Nil	Not Applicable	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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.

**Response:** Yes. The Company maintains a comprehensive framework for data security, encompassing an Information Security Policy and an Information Technology Policy applicable to all business operations. These policies, accessible via the Company's intranet, are structured to safeguard data and information systems against unauthorised access, use, disclosure, disruption, modification, or destruction, thereby ensuring the integrity, confidentiality, and availability of information assets. Standardised procedures and policies concerning Removable Devices, Antivirus Software, and Vulnerability Management are detailed within these documents to mitigate the risk of sensitive information loss or exposure and to minimize the potential for malware infections on Company systems. The Information Technology Committee, under the guidance of Management, formulates these policies. The Head of Information Technology holds overall administrative responsibility for these policies. However, Process Owners and Functional Heads are accountable for ensuring policy implementation within their respective domains. Regular monitoring and effective implementation are conducted by Process Owners and Functional Heads in accordance with the established policy guidelines. A copy of the policy can be found on the website of the Company at <https://www.lmwglobal.com/privacy-policy>.

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.

**Response:** No corrective action taken by any regulatory authority on issues relating to advertising, cyber security, and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on the safety of products/services.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches - Nil

To,  
The Board of Directors,  
LMW Limited,  
(formerly Lakshmi Machine Works Limited)  
CIN: L29269TZ1962PLC000463  
SRK Vidyalyaya Post,  
Perianaickenpalayam,  
Coimbatore - 641 020.

## Independent Assurance Statement

### Scope and Approach

Sustainability Actions Private Limited ("SAPL") has been engaged by the management of LMW Limited ("LMW" or "the Company"), to perform an independent reasonable assurance engagement of the Company's Business Responsibility and Sustainability Report ("BRSR") Core Matrices (refer to Annexure 1) for the Financial Year 2024-25.

### Reporting Criteria

Our reasonable assurance covers the sustainability Information listed in Annexure-I of this report. The reporting boundary is disclosed in Question 13 of Section A: General Disclosure of the BRSR, with exceptions noted under respective questions.

The criteria utilized by the Company to prepare the identified sustainability information are as follows:

- Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended;
- Chapter IV-B of SEBI master circular for compliance with the provisions of the LODR regulations by listed entities, issued vide SEBI/HO/CFD/PoD2/CIR/P/0155 and dated 11<sup>th</sup> November 2024;
- "Guidance Note for Business Responsibility and Sustainability Reporting Format" by Securities and Exchange Board of India ("SEBI");
- SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated 20<sup>th</sup> December 2024 – Industry Standards Note on Reporting of BRSR Core; and
- SEBI/HO/CFD/PoD-1/P/CIR/2025/42 dated 28<sup>th</sup> March 2025 – Measures to facilitate ease of doing business with respect to framework for assurance or assessment, ESG disclosures for value chain, and introduction of voluntary disclosures on green credits.

### Management Responsibilities

The Company's Management is responsible for identification of key aspects, content and presentation of the Business Responsibility and Sustainability Report in accordance with the Criteria mentioned above. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Business Responsibility and Sustainability Report and measurement of BRSR Core Matrices which are free from material misstatement, whether due to fraud or error.

### Independence and Quality Control

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in BRSR provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith and free from material misstatements.

We were not involved in the preparation of any statements or data included in the Report except for Assurance Statement. Our firm applies International Standard on Quality Management and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We apply SQC 1 for quality control in assurance and related services.

### Reasonable Assurance

A reasonable assurance engagement includes identifying and assessing the risks of material misstatement of the Identified Sustainability Information, whether due to

fraud or error, and responding to the assessed risks as required by the circumstances.

As part of our assurance process, a multi-disciplinary team of sustainability and assurance specialists reviewed the disclosures presented within the Report and referenced information, and sampled the disclosures and were reviewed through the LMW's customised sustainability information management system.

The procedures conducted were based on professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluation of quantification methods and reporting policies, analytical procedures, and reconciliation with underlying records. Given the circumstances of the engagement, in executing the procedures outlined above, we:

- Obtained an understanding of the identified sustainability information and related disclosures.
- Acquired knowledge of the assessment criteria and assessed their adequacy for evaluating and/or measuring the identified sustainability information.
- Conducted inquiries with Company's management, including the environment team, compliance team, human resources team, and other relevant personnel responsible for preparing the Report.
- Developed an understanding and performed an evaluation of the design of key systems, processes, and controls for recording, processing, and reporting the identified sustainability information at the corporate office and other locations.
- Based on our understanding and the potential risks of material misstatement in the identified sustainability information, we determined the nature, timing, and extent of further procedures.
- We tested the Company's process for compiling sustainability information by comparing or reconciling it with the underlying records.
- We verified the consolidation of data from various plants and offices on a sample basis within the reporting boundary to ensure the completeness of the reported data.

We believe that the evidence we have gathered is both sufficient and appropriate to provide a basis for our reasonable assurance opinion.

## **Our Responsibility**

Our responsibility is to express a reasonable assurance conclusion on the identified sustainability indicators, based on the procedures we have performed and the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with the Company. Those standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

## **Reasonable Assurance Opinion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's identified sustainability criteria as per BRSR core framework for the financial year ended 31<sup>st</sup> March 2025 are not prepared, in all material respects, in accordance with the Reporting Criteria.

## **Inherent Limitations**

We have relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review. The assurance scope excludes:

- Any disclosure other than those mentioned in the scope section above.
- Data and information outside the defined reporting period.
- Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
- The reported financial data are based on audited financial statements issued by the Company's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial data from the Annual Report.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward

looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.

- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

For and behalf of **Sustainability Actions Private Ltd.**  
(CIN – U74999HR2021PTC093811)

**Saket Sinha**  
(Director)

Place: Gurgaon

Date: 14<sup>th</sup> May 2025

## Annexure – I

### BRSR Core attributes

	BRSR Indicator	Type of Assurance
P1 E8	Number of days of accounts payable	Reasonable
P1 E9	Concentration of purchases & sales done with trading houses, dealers and related parties, Loans and advances & investments with related parties	Reasonable
P3 E1c	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the Company	Reasonable
P3 E11	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P5 E3b	Gross wages paid to females as % of wages paid	Reasonable
P5 E7	Total complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees and complaints upheld	Reasonable
P6 E1	Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1	Details of total energy intensity	Reasonable
P6 E3	Details of water withdrawal by source	Reasonable
P6 E3	Details of water consumption	Reasonable
P6 E4	Details of water discharged	Reasonable
P6 E6	Details of Air Emissions (Other than GHG emissions)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9	Details related to waste generated by category of waste	Reasonable
P6 E9	Details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9	Details related to waste disposed by nature of disposal method	Reasonable
P8 E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5	Job creation in smaller towns	Reasonable
P9 E7	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable