



ASTRA MICROWAVE PRODUCTS LIMITED

Regd. Office: ASTRA Towers, Survey No. 12(P), Kothaguda Post, Kondapur, Hitech City, Hyderabad - 500084, Telangana, INDIA
Tel:+91-40-46618000, 46618001. Fax:+91-40-46618048
Email:mktg@astramwp.com,website:www.astramwp.com
CIN: L29309TG1991PLC013203

August 20, 2025

To
The General Manager
Department of Corporate Relations
BSE Limited
Sir Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai -400 001
Scrip code: 532493

To
The Vice President,
Listing Department
The National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex, Bandra
(East), Mumbai 400 051
Scrip code: ASTRAMICRO

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for the financial year 2024-25, which forms an integral part of the Annual Report for the financial year 2024-25. We request you to kindly take the same on record.

Thanking you,

Yours faithfully
For Astra Microwave Products Limited

T.Anjaneyulu
Company Secretary & Compliance Officer

An ISO 9001, ISO 14001, ISO 45001 and ISO 27001 Certified Company

Works:

Unit 1: Plot No. 12, ANRICH Industrial Estate, Bollaram, Medak Dist., Telangana – 502325

Unit 2: Plot No. 56A, ANRICH Industrial Estate, Bollaram, Medak Dist., Telangana - 502325

Unit 3: Sy. No. 1/1, Imarath Kancha, Raviryala (V), Maheshwaram (Mdl) R.R.Dist., Telangana - 500005

Unit 4: Sy. No. 1/1, Plot No. 18 to 21, Imarath Kancha, Hardware Park, Raviryala (V), Maheshwaram (M), R.R.Dist, Telangana – 500005

Unit 7: Sy. No.114/1, Plot No. S-2/9 & 10, E-City, Raviryala & Srinagar (V), Maheshwaram (M), R.R.District, Telangana - 501359

R&D Centre: Plot No. 51(P), Bangalore Aerospace Park, Singanahalli Village, Budigere Post, Bangalore North Taluk, Karnataka - 562149



ANNEXURE – 7 TO THE DIRECTOR’S REPORT

Business Responsibility & Sustainability Reporting

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L29309TG1991PLC013203
2	Name of the Listed Entity	ASTRA MICROWAVE PRODUCTS LIMITED
3	Year of incorporation	13-09-1991
4	Registered office address	Astra Towers, Survey No: 12 (Part), Opp.CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500084, India
5	Corporate address	Astra Towers, Survey No: 12 (Part), Opp.CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500084, India
6	E-mail	sgr@astramwp.com
7	Telephone	040-46618000
8	Website	http://www.astramwp.com/
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd (Bombay Stock Exchange) & NSE Ltd. (National Stock Exchange of India)
11	Paid-up Capital	Rs. 18,98,90,016/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	T. Anjaneyulu (Company Secretary & Compliance Officer) 040-46618007 tan@astramwp.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	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	Design, Development, and Manufacturing of RF & Microwave Systems, Sub System and Components.	Radar, Radar apparatus and radio remote control apparatus	92%
2	Manufacture of navigational, meteorological, geophysical and related instruments and apparatus oceanographic or hydrological instruments; seismometers, rangefinders, automatic pilots, sextants, ultrasonic sounding instruments and special instruments for air navigation	Navigational, meteorological, geophysical and related instruments and apparatus	8%

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	Manufacturing of radar, Radar apparatus, and radio remote control apparatus	33124	79.49%
2	Manufacture of electronic integrated circuit and micro-assemblies: monolithic or hybrid and electronic micro-assemblies of moulded module, micro-module or similar types	32106	0.69%
3	Installation of heating and air-conditioning systems, antennas, elevators and escalators; insulation work (water, heat, sound); and sound proofing systems.	45302	5.85%
4	Manufacture of other electronic components n.e.c	32109	1.06%
5	Manufacture of navigational, meteorological, geophysical and related instruments and apparatus oceanographic or hydrological instruments; seismometers, rangefinders, automatic pilots, sextants, ultrasonic sounding instruments and special instruments for air navigation	33126	12.90%

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	7	2	9
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)*	15
International (No. of Countries)**	2

*National: The company operates across 15 states in India through its offices, dealers, and website.

**International: The company has a presence in 2 countries through exports, subsidiaries, joint ventures, sales offices, or direct operations.



b. What is the contribution of exports as a percentage of the total turnover of the entity? 11%

c. A brief on types of customers

Astra Microwave serves a diverse clientele, including key segments such as government agencies, public sector undertakings, and defense public sector units.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	%(B / A)	No. (C)	%(C / A)
EMPLOYEES						
1	Permanent (D)	1,491	1,259	84.44%	232	15.56%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	1,491	1,259	84.44%	232	15.56%
WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total workers (F + G)	0	0	0%	0	0%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	%(B / A)
Board of Directors	8	1	12.50%
Key Management Personnel*	5	0	0

*Total KMP includes the Managing Director and Whole-Time Directors.

22. Turnover rate for permanent employees and workers

Benefits	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.25%	22.04%	12.16%	13.05%	13.86%	13.17%	19.12%	25.21%	19.98%
Permanent Workers	NA								

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

23. (a) 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)
1	Bhavyabhanu Electronics Private Limited	Subsidiary	100%	No
2	Aelius Semiconductors Pte. Ltd.	Subsidiary	100%	No
3	Astra Private Limited	Subsidiary	99.9%	No
4	Astra Space Technologies Private Limited	Subsidiary	99.9%	No
5	Astra Rafael Comsys Private Limited	Joint Venture	50%	No
6	Navicronics Private Limited	Joint Venture	50%	No
7	Janyu Technologies Private Limited	Associate	8.45%	No

Note: Astra Foundation was converted to Astra Private Limited on 12th March, 2025 and the company is currently in the process of being struck off

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

	Yes
a. Turnover (in Rs.)	10,44,23,39,719.00
b. Net worth (in Rs.)	10,90,23,74,934.00

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)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://astramp.com/contact-us/
Investors (other than shareholders)	https://scores.sebi.gov.in/
Shareholders	https://astramp.com/shareholdersfeedback-form/
Employees and workers	https://hrconnect.astramp.com/HRInquiries.aspx *
Customers	https://astramp.com/
Value Chain Partners	https://astramp.com/contact-us/

* The provided link will be accessible only through the company's authorized systems.



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

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

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	Product Design & Innovation	0	By focusing on continuous improvement and staying at the forefront of technological advancements, companies can create innovative products that meet evolving customer needs. Embracing user-centered design, incorporating sustainable practices, and fostering a culture of creativity and collaboration can drive competitive advantage, customer loyalty, and market growth. This opportunity allows companies to lead the industry and shape the future of RF and microwave technology.	-	Positive
2	Employee Satisfaction and Wellness	0	Fostering employee satisfaction is a valuable opportunity for companies. By prioritizing factors such as work-life balance, career development, competitive compensation, and a positive work environment, companies can enhance employee morale, productivity, and retention. Engaging employees, providing growth opportunities, and recognizing their contributions can create a motivated workforce that drives innovation and contributes to the overall success of the organization.	-	Positive
3	Sustainable Supply Chain	0	Sustainable supply chain presents an opportunity to reduce environmental impact while enhancing efficiency and profitability. It allows the company to meet growing consumer demand for eco-friendly products, boost brand reputation, and potentially open new market opportunities. Companies that actively manage the supply chain's impacts through standards, monitoring, and engagement with suppliers may be better positioned to protect shareholder value in the long run.	-	Positive

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)
4	Energy Management and Clean Tech	O	Optimizing energy management and incorporating clean technology presents tremendous opportunities for RF and microwave technology companies. By reducing energy consumption and integrating renewable energy sources, companies can lower operational costs and carbon footprint. Leveraging clean technology fosters innovation, drives efficiency, and aligns with increasing global emphasis on sustainability, thus enhancing the company's reputation and market position.	-	Positive
5	Data privacy and cyber security	R	In the realm of RF/Microwave/ Digital electronics, hardware products and associated software can harbor security gaps that may pose threats to consumer data security. Therefore, the onus is on the manufacturers in this industry to ensure the integrity of user data. If businesses operating in this sector fail to devise a comprehensive methodology to detect such vulnerabilities, they may inadvertently place consumer data at risk and potentially undermine their customer.	To address data privacy and security, the company has established a robust Cyber Risk Management framework. This framework, overseen by the Information Technology & Security Committee and Risk Management Committee, ensures constant monitoring of cyber risks and their mitigation. Data access is strictly controlled and data encryption is employed to ensure security. Moreover, the company has intensified its efforts to educate employees, customers, and other stakeholders about cyber frauds and the importance of data privacy, as part of its commitment to maintaining a secure digital environment.	Negative



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)
6	Corporate Governance	R	Companies are assessed on their performance in key governance areas such as ownership structure, board remuneration, accounting practices, corporate ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	To mitigate corporate governance risk, the company regularly reviews and updates its policies to ensure they remain relevant and effective. The Board plays a crucial role in this process, overseeing the review of governance practices and structures. Additionally, governance policies are revised to reflect changes in legislation and industry best practices. This proactive approach to governance helps manage risk, enhance transparency, and ensure compliance with all relevant regulations and standards.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://astramp.com/policies-1/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001:2015			ISO 45001:2018	ISO 14001:2015			ISO 27001:2013

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our institution acknowledges the importance of setting clear benchmarks to evaluate progress in adhering to the principles of the National Guidelines on Responsible Business Conduct (NGRBC). As we embark on our first year of Environmental, Social, and Governance (ESG) implementation, we intend to articulate our goals and aspirations in the forthcoming reporting cycle. We understand the critical need to align our ESG initiatives with our overarching business objectives and remain committed to developing a comprehensive and effective ESG strategy that promotes sustainability and generates long-term value for all stakeholders.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Governance, leadership and oversight

7	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</p> <p>Dear Stakeholders,</p> <p>At Astra Microwave, we firmly believe that sustainability is a fundamental aspect of our business operations. This communication outlines our ongoing efforts and progress in addressing Environmental, Social, and Governance (ESG) challenges.</p> <p>Our commitment to sustainability is built on a solid foundation. We have undertaken a comprehensive materiality assessment to identify and prioritize the most significant sustainability issues, enabling us to address them in a structured and effective manner. In addition, we have thoroughly measured our carbon and water footprints, providing critical insights into our environmental impact and informing the development of our sustainability strategies and objectives. To further institutionalize our approach, we have established a detailed Business Responsibility and Reporting (BRR) policy to guide our decisions and actions.</p> <p>Our commitment is reflected in tangible initiatives. Our facility in Bangalore has received a prestigious 5-star GRIHA rating, underscoring our dedication to energy-efficient and environmentally responsible infrastructure. We have also invested in a solar power plant to enhance our reliance on clean and renewable energy, reinforcing our pledge to a sustainable future. Moreover, sewage treatment plants (STPs) have been deployed across all operational units, promoting responsible water management and reducing our ecological footprint.</p> <p>We recognize that our employees are integral to advancing our sustainability agenda. We prioritize their continuous learning and development to empower them to contribute meaningfully to our initiatives. Additionally, we have implemented a transparent and efficient grievance redressal portal, providing stakeholders including vendors, customers, investors, and employees a reliable platform to voice and resolve concerns.</p> <p>We are mindful of the challenges inherent in the sustainability journey, such as data availability, dynamic regulatory landscapes, and evolving investor expectations. As a forward-looking organization, we actively monitor these developments and adapt our strategies accordingly. To ensure alignment with global best practices, we have established specific targets in critical areas, including poverty alleviation, energy efficiency, sustainable mobility, health, and the promotion of inclusive and productive employment. These objectives serve as benchmarks in our pursuit of sustainable development.</p> <p>As we move forward, transparency, continuous improvement, and stakeholder collaboration will remain central to our approach. We deeply value your continued support and engagement as we collectively strive toward a more sustainable and resilient future.</p> <p>S. Gurunatha Reddy Managing Director Astra Microwave Products Limited</p>
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8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. S. Gurunatha Reddy Managing Director	
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). If Yes please provide details Mr. S. Gurunatha Reddy Managing Director	Yes

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action					Director				
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Director				

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action					Annually				
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Annually				

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

*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 Auditors. The policies relating to statutory compliance 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:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Compliance (SEBI, ROC, Industry Overview, Corporate Governance, Knowledge Enhancement)	100%
Key Managerial Personnel	5	Compliance (SEBI, ROC, Industry Overview, Corporate Governance, Knowledge Enhancement), Technical Training	100%
Employees other than BOD and KMPs	8	AS 9100D Awareness, Quality Objectives/KPI, Project Management, Radar Transformation, Key Consideration for selecting RF Material, ISO/IEC 27001:2022 Awareness, Introduction to QMS /EHS/ISMS, Orientation	47%
Workers		NA	



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) Yes

If Yes, provide details in brief

Our organization is firmly committed to upholding a comprehensive anti-corruption and anti-bribery policy. We place the highest importance on ethical business conduct and categorically reject all forms of abusive, corrupt, or anti-competitive practices. This policy reflects our unwavering dedication to integrity, transparency, and the prevention of any unlawful activities across all our operations and transactions. We adopt a strict zero-tolerance stance toward corruption, supported by robust internal controls and regular audits to ensure strict adherence to our compliance framework. By cultivating a culture rooted in honesty, accountability, and openness, we strive to establish and maintain a reputable and trustworthy organization that consistently upholds the highest standards of ethical conduct.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<https://hrconnect.astramp.com/HRInquiries.aspx>*

* The provided link will be accessible only through the company's authorized system.

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

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

No Corrective Action Required

8. Number of days of accounts payables in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	36	58

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.22%	6.65%
	b. Sales (Sales to related parties / Total Sales)	7.22%	6.30%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.49%	0.28%
	d. Investments	98.58%	100%

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicators

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.

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0	0	-
2	Capex	0	0	-

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



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)	Not Applicable
(b)	E-waste	Given the nature of our operations, which involve substantial engagement with defense and government agencies, we do not presently undertake product reclamation for reuse, recycling, or disposal. The sensitive nature of these sectors, coupled with the stringent regulatory requirements governing them, necessitates our adherence to this approach.
(c)	Hazardous waste	
(d)	other waste	

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No) No

b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

EPR is not applicable to our company.

c If not, provide steps taken to address the same

Not Applicable

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees Covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,259	1,012	80%	1,259	100%	0	0%	0	0%	1259	100%
Female	232	165	71%	232	100%	232	100%	0	0%	232	100%
Total	1,491	1,177	78.94%	1,491	100%	232	100%	0	0%	232	100%
Other than permanent employees											
Male											
Female	NA										
Total											

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male											
Female						NA					
Total											
Other than permanent workers											
Male											
Female						NA					
Total											

1. 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	0.43%	0.33%*

*The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

2. Details of retirement benefits, for Current FY 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	100%	0%	Yes	100%	0%	Yes
Gratuity	100%	0%	Yes	100%	0%	Yes
ESI	11.07%	0%	Yes	22%*	0%	Yes
Group Medclaim	88.93%	0%	Yes	-	-	-
Group Personnel						
Accident (GPA)	100%	0%	Yes	-	-	-
Employees Compensation (EC)	100%	0%	Yes	-	-	-

*The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year.

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? Yes

If not, whether any steps are being taken by the entity in this regard.

Our office has been thoughtfully designed to ensure ease of access and seamless navigation for all individuals, thereby promoting an inclusive and comfortable environment for our diverse workforce. We place strong emphasis on cultivating a welcoming atmosphere that thoughtfully addresses the needs of employees with disabilities. This reflects our steadfast commitment to advancing diversity and accessibility across the organization.



4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? Yes

If so, provide a web-link to the policy.	<p>We have implemented an Equal Opportunity Policy in alignment with the Rights of Persons with Disabilities Act, 2016. This policy upholds our commitment to providing fair and equitable opportunities at every stage of the recruitment process and throughout the course of employment, irrespective of caste, creed, gender, race, religion, or disability.</p> <p>We are dedicated to fostering a diverse and inclusive workplace where all individuals are valued and treated with respect.</p>
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5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0%	0%	0%	0%
Female	100%	77%	0%	0%
Total	100%	77%	0%	0%

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes	<p>Our organization has established a structured Grievance Redressal mechanism to facilitate the prompt and effective resolution of employee concerns. Employees are encouraged to initially raise their grievances with their immediate supervisor, ensuring timely communication of any issues. In instances where the grievance pertains to the immediate supervisor, employees may directly approach the Human Resources (HR) department to ensure an impartial and unbiased review of the matter.</p> <p>The immediate supervisor or designated HR representative will undertake a thorough investigation and make reasonable efforts to resolve the issue within approximately three working days. All discussions and actions taken will be carefully documented and submitted to the HR department for record-keeping.</p> <p>If the employee remains dissatisfied with the resolution provided at the initial level, they may escalate the matter by submitting a Grievance Form (Annexure - 17) to the next-level manager. The manager will conduct a comprehensive review and strive to resolve the grievance within a reasonable timeframe, generally within three working days. All proceedings and relevant documentation will be diligently recorded and shared with the HR department.</p> <p>In cases where the employee continues to be unsatisfied with the outcome, they have the right to seek further recourse by approaching the HR department. The HR team will conduct an impartial investigation, taking into account all perspectives, and will deliver a final resolution.</p> <p>Through the implementation of this Grievance Redressal mechanism, we aim to ensure that all employee concerns are addressed in a fair, transparent, and efficient manner. This structured approach promotes accountability and thorough documentation throughout the resolution process.</p>

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	1,491	0	0%	1,469	0	0%
Male	1,259	0	0%	1,220	0	0%
Female	232	0	0%	249	0	0%
Total Permanent Workers	NA					
Male	NA					
Female	NA					

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees*										
Male	1,259	240	19.06%	287	22.80%	1,220	1220	100%	1220	100%
Female	232	61	26.29%	64	27.59%	249	249	100%	249	100%
Total	1,491	301	20.19%	351	23.54%	1,469	1469	100%	1469	100%
Workers										
Male	NA									
Female	NA									
Total	NA									

*Disclosure is provided for permanent employees

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 (D)	No. (E)	% (E / D)
Employees*						
Male	1,259	860	68.31%	1,220	973	79.75%
Female	232	137	59.05%	249	153	61.45%
Total	1,491	997	66.87%	1,469	1,126	76.65%
Workers						
Male	NA					
Female	NA					
Total	NA					

*Disclosure is provided for permanent employees.



10. Health and safety management system

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

The company-owned facilities and offices have an established Occupational Health and Safety Management System in place, ensuring compliance with relevant standards and the promotion of a safe and healthy working environment.

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

To identify and assess work-related hazards and risks—both routine and non-routine—the organization follows a structured and systematic approach that ensures thorough evaluation and effective management of occupational health and safety (OHS) concerns. This methodology comprises the following key stages:

1. Identification of Significant Hazards and Risks:

- **Assessment Based on Defined Criteria and Ratings:**
Hazards present in each work area are systematically evaluated using specific assessment criteria and are assigned ratings to determine their level of significance.
- **Consideration of Overriding Factors and Potential Emergencies:**
Any hazard categorized under “Overriding Factors” or identified as a “Potential Emergency” is automatically considered significant due to its potential severity and impact.
- **Classification Based on Significance Scores:**
Hazards are further analysed according to their significance scores. Those falling within the “Unacceptable” or “Needs Correction” categories, typically with L×S (Likelihood × Severity) values between 5 and 25, are deemed significant and prioritized for corrective actions.

2. Post-Control Evaluation of Hazards and Risks:

- **Evaluation of Control Measures:**
The effectiveness of implemented control measures aimed at mitigating identified hazards and environmental impacts is carefully assessed as part of the overall risk management process.
- **Reassessment of OHS Hazards and Associated Risks:**
Occupational health and safety hazards, along with their associated risks, are reassessed using the same overriding factors and significance scoring framework.
- **Categorization of Risk Levels:**
The significance scores are classified into three categories—High, Medium, and Low—based on a predefined evaluation matrix. This classification guides the prioritization and resource allocation for hazard mitigation efforts.

By adhering to this comprehensive and methodical evaluation process, the organization ensures the timely identification and effective management of significant hazards and risks. This approach supports

the implementation of appropriate control measures, thereby enhancing workplace safety and reducing potential occupational hazards.

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

An Emergency Response Team (ERT) has been established, comprising personnel specifically trained to manage emergency situations and coordinate effectively with local emergency services to ensure prompt incident response.

The ERT consists of designated key members tasked with delivering and overseeing a structured and efficient response to minimize operational disruptions during emergencies. The team includes individuals assigned to roles such as Rescue Operations, First Aid, Observation, Firefighting, Security, and Communication, all functioning under the direction of the on-duty Security Officer.

- 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	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The organization has instituted several measures to ensure a safe and healthy work environment. A clearly defined process is in place for assessing occupational health and safety (OHS) hazards and risks. This structured evaluation supports the identification of potential risks and the development of appropriate control strategies. Moreover, the organization prioritizes thorough documentation and record-keeping in accordance with the standards of the Environmental Health and Safety Management System (EHSMS). This practice ensures the accurate recording and accessibility of essential information related to safety protocols, incidents, and corrective actions.

To maintain high standards of workplace safety, the organization conducts regular internal and external audits throughout the year. These audits assess compliance with established safety procedures, identify areas for improvement, and verify ongoing conformity with regulatory requirements. In addition, the organization has defined specific Environmental Health and Safety (EHS) objectives and key performance indicators (KPIs) for each department. These targets are routinely monitored to measure performance and address any deviations from expected outcomes. This proactive methodology promotes continuous improvement and reinforces the commitment to a safe and secure working environment.

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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

Particulars	% 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.

No corrective actions were required to resolve safety-related incidents or to address any significant risks or concerns identified during health and safety practice assessments and evaluations of workplace conditions.



Leadership Indicators

3. Provide the number of employees/workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA) No

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

Our stakeholder groups comprise individuals and entities that are either directly or indirectly impacted by the company's operations, as well as those who may influence our value creation over the short, medium, or long term. We place strong emphasis on cultivating mutually beneficial, trust-based relationships with our stakeholders, aiming to understand their priorities and generate shared value. Consistent with our business model, the company has identified these key stakeholder groups to ensure that their needs and expectations are effectively incorporated into our strategic planning and operational activities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	Email, Calls, Direct contact, directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Employees	No	Direct contact, HR Connect, Email, SMS, Daily Calls	Daily	To communicate key developments within the company to employees; to engage them in the decision-making process and align them with the company's shared purpose, including its Vision, Values, and business strategy; and to motivate employees while supporting the fulfillment of the company's employee value proposition.
Vendors/ suppliers	No	Email, SMS, Website, other physical and digital channels	Frequent or as and when required	Business services and increase scope for further expansion
Industry bodies Regulators	No	Email, personal meetings, calls	As and when required	Engagements concerning policy regulations and amendments, as well as matters related to inspections and approval processes.
Government; NGOs; Local Communities, media, Industry analyst, Society at large	Yes	Email, Calls, Direct contact, Communicating through Astra foundation, Directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects
Customers	No	Direct contact, Email, SMS, Newspaper, Pamphlets, Advertisement, Website	Frequent or as and when required	Product quality / technical complaints/delay Deliveries
Investors	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Industry peers	No	Email, personal meetings, calls	As and when required	Discussions on policy regulations and amendments, inspections, and approvals



Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

We place high importance on open communication and collaboration with our stakeholders, recognizing that their insights are essential for making well-informed decisions that support our long-term success. To facilitate this, we have implemented various channels for collecting feedback on economic, environmental, and social matters. These include email correspondence, online surveys, and dedicated suggestion boxes located at our facilities.

We systematically collect and evaluate this feedback to gain a comprehensive understanding of stakeholder concerns, priorities, and recommendations. The most significant insights are compiled and presented to the Board of Directors, ensuring that stakeholder perspectives are incorporated into strategic discussions and decision-making processes. This comprehensive approach enhances transparency and enables us to effectively address the economic, environmental, and social issues that are most important to our stakeholders.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).** **Yes**

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

We actively engage with stakeholders to identify and address key environmental and social issues. Insights from internal stakeholders play a vital role in our materiality assessments, enabling us to prioritize topics that significantly affect both our operations and our stakeholders. Their feedback is also integral to the formulation and ongoing refinement of our environmental and social policies, ensuring these policies are responsive to stakeholder concerns.

This collaborative engagement further extends to the design of relevant programs. We actively solicit stakeholder input during the development of initiatives aimed at managing and mitigating our environmental and social impacts.

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits	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)
Employees						
Permanent	1,491	1,491	100%	1,469	1,469	100%
Other than permanent	0	0	0	0	0	0
Total Employees	1,491	1,491	100%	1,469	1,469	100%
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers

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)
Employees										
Permanent										
Male	1,259	0	0%	1,259	100%	1,220	0	0%	1,220	100%
Female	232	0	0%	232	100%	249	0	0%	249	100%
Total	1,491	0	0%	1,491	100%	1,469	0	0%	1,469	100%
Other than Permanent										
Male										
Female	NA									
Total										
Workers										
Permanent										
Male										
Female	NA									
Total										
Other than Permanent										
Male										
Female	NA									
Total										

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)*	4	41,35,636	1	41,35,636
Key Managerial Personnel**	5	72,57,423	0	-
Employees other than BOD and KMP	1,256	5,47,764	232	4,50,888
Workers	NA			

*The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

**Key Managerial Personnel (KMP) includes Executive Directors.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	14.34%	13.74%

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

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

Yes, the organization has established a formal grievance redressal mechanism specifically designed to address concerns related to human rights. Employees are encouraged to promptly report any grievances to their immediate supervisor for resolution. In instances where the grievance pertains to the immediate supervisor, employees may directly approach the Human Resources (HR) department.

The supervisor is responsible for conducting a thorough investigation and aiming to resolve the issue within approximately three working days. All discussions are to be properly documented, and relevant records must be submitted to HR.

If the employee is not satisfied with the resolution provided by the immediate supervisor, they have the right to escalate the matter by submitting a Grievance Form to the next-level manager. The manager will carry out a comprehensive investigation and endeavor to resolve the issue within a similar timeframe, ensuring that all proceedings are documented and submitted to HR for further review.

Should the employee remain dissatisfied with the outcome, they may escalate the matter to the HR department, which will conduct an impartial investigation and provide a final resolution. This grievance redressal process ensures fairness, transparency, and accountability in addressing human rights-related concerns within the organization.

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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

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

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

All discussions pertaining to grievances related to discrimination and harassment are handled with the highest level of confidentiality to safeguard the privacy of the individuals involved. Information regarding such complaints is disclosed strictly on a need-to-know basis, thereby minimizing any potential risk to the complainant.

Recognizing the sensitivity and potential impact of these matters, the organization is committed to maintaining strict confidentiality to protect the rights and well-being of all parties concerned. By upholding this standard, we foster a secure and supportive environment in which individuals feel confident in reporting their concerns, assured that their privacy will be respected throughout the resolution process.

This strong commitment to confidentiality not only promotes trust but also encourages open communication, thereby ensuring a fair, respectful, and effective grievance resolution process.

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

Yes

10. Assessments for the year:

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

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

No Corrective action required.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

There have been no grievances or complaints related to human rights reported to date; therefore, no modifications or new business processes have been implemented in this regard

2. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No) Yes

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	10,430.61	5,128.54
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	10,430.61	5,128.54
From non-renewable sources		
Total electricity consumption (D)	32,048.21	13,676.97
Total fuel consumption (E)	1,682.53	1,396.26
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	33,730.75	15,073.23
Total energy consumed (A+B+C+D+E+F)	44,161.36	20,201.77



Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000042291	0.0000022341
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0000873725	0.0000461560
Energy intensity in terms of physical output [Total energy consumed (in GJ) / <mention the physical output details>] Energy intensity (optional) – the relevant metric may be selected by the entity	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	-	-

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

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? (Yes/No) No

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

PAT is not applicable to our company.

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
Water withdrawal by source (in kilolitres)		
(i) Surface water	45	20
(ii) Groundwater	1,03,289.40	48,295.90
(iii) Third party water	1,180.00	1,240
(iv) Seawater / desalinated water		0
(v) Others – Drinking Water	131.32	87.84
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,04,645.72	49,643.74
Total volume of water consumption (in kilolitres)*	1,04,225.72	49,123.74
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000099811	0.0000054325
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0002062089	0.0001122354
Water intensity in terms of physical output [Total water consumption (in KL) / <mention the physical output details>] Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)	No	No
If yes, name of the external agency.	-	-

*Recycled water constitutes 10% of our total water withdrawal

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	420	520
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	420	520
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	No
If yes, name of the external agency.		-

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

This advanced water treatment process will allow us to recover and recycle the vast majority of our wastewater, effectively eliminating liquid waste and substantially minimizing our environmental footprint. Through the implementation of Zero Liquid Discharge (ZLD) technology, we are not only meeting rigorous environmental regulatory requirements but also actively supporting water conservation and sustainability efforts.

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	mg/nm ³	47.77	44.73
SOx	mg/nm ³	44.95	34.81
Particulate matter (PM)	mg/nm ³	33.41	28.13
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	No
If yes, name of the external agency.		-	



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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 equivalent	127.63	653.34
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)**	Metric tonnes of CO2 equivalent	6,471.96	2,720.20
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations (in rupees)]	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0.0000006320	0.0000003731
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / Revenue from operations in rupees adjusted for PPP]	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	0.0000130572	0.0000077077
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO2e) / <mention the physical output details>			
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No	No
If yes, name of the external agency.		-	

*Source of emission factors used - EPA's GHG Emission Factors Hub has been used for the purpose Scope 1 of GHG Emissions calculations.

**CEA's CDM - CO2 Baseline Database User Guide Version 20 has been used for the purpose of Scope 2GHG Emissions calculations. We have invested in solar power generation, which has reduced our demand for electricity consumption from non-renewable sources. In FY 24-25, we have reduced nearly 2,106 TCO2e of emissions.

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

If Yes, then provide details.

We have implemented substantial initiatives to advance environmental sustainability, including the installation of solar power systems across our offices and manufacturing facilities, totalling nearly 1 MW of solar panels. This initiative not only promotes sustainability but also decreases our dependence on non-renewable energy sources.

Furthermore, we actively participate in afforestation efforts by collaborating with programs such as Telangana Haritha Haram to plant a significant number of trees, thereby enhancing green cover in the surrounding areas.

In addition, we emphasize the importance of maintaining greenery within our company premises. To further reduce our carbon footprint, we provide a shared bus service for employee transportation, aiming to decrease the number of individual vehicles on the road and thereby lower greenhouse gas emissions. Collectively, these efforts contribute meaningfully to combating climate change and reflect our firm commitment to environmental sustainability.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.52	0.992
E-waste (B)	1.17	1.15
Bio-medical waste (C)	-	
Construction and demolition waste (D)	1.50	1.00
Battery waste (E)	1.93	0.92
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	0.37	0.02
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	91.40	13.48
Other office generated waste	35.93	10.36
Iron/Aluminium- Metals	39.68	1.77
Packaging wood	9.68	1.09
Canteen Waste	6.06	0.25
Grease Waste	0.02	0.01
CFL Lamps/ Tube Lights	0.02	
Total (A+B + C + D + E + F + G + H)	97.88	17.56
Waste intensity per rupee of turnover [Total waste generated (in MT)/ Revenue from operations (in rupees)]	0.0000000094	0.0000000019
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT)/ Revenue from operations in rupees adjusted for PPP	0.0000001937	0.0000000401
Waste intensity in terms of physical output Total waste generated (in MT)/ <mention the physical output details>	0	0
Waste intensity (optional) - the relevant metric may be selected by the entity	0	0

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	0.03	0.09
(ii) Re-used	2.11	2.29
(iii) Other recovery operations	8.87	5.15
Total	11.01	7.53

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	86.88	12.26
Total	86.88	12.26
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	No
If yes, name of the external agency.		-

* We have disposed 2 tonnes of waste generated in the FY 22-23 in FY 23-24



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.

Our company maintains a comprehensive waste management system across all plants and offices, recognizing that responsible waste handling is fundamental to environmental sustainability and corporate responsibility. We diligently monitor and document the waste generated at our facilities and subsequently engage certified vendors who specialize in proper waste management. These vendors ensure adherence to regulatory requirements and utilize environmentally sound methods for waste disposal or recycling, thereby minimizing our environmental impact.

Moreover, we have established rigorous protocols for managing electronic waste (e-waste) and hazardous waste, which require more specialized handling. In line with our general waste management practices, we partner exclusively with certified vendors who comply with the most current and stringent standards for waste handling, prioritizing both environmental protection and human safety.

In summary, through continuous monitoring and collaboration with accredited waste management providers, we ensure that all waste streams—whether general, e-waste, or hazardous—are managed in the most environmentally responsible manner possible.

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:

Sr. 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.
We do not have any offices, plants in ecological sensitive area.				

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
No, Environmental Impact Assessments of projects has been conducted in 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/NA). Yes

If not, provide details of all such non-compliances, in the following format:

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
We are compliant with the applicable environmental laws/ regulations/ guidelines in India.			

Leadership Indicators

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Replacement of tissue paper with hand dryers	Installed hand dryers in washrooms to eliminate the use of tissue papers.	Reduction in paper consumption, contributing to resource conservation.	NA
Installation of motion sensor lighting	Implemented light sensors in common areas and washroom that automatically switch off lights when no movement is detected.	Reduction in unnecessary electricity consumption, leading to energy savings.	NA
Use of eco-friendly garbage bins	Introduced degradable bins for waste collection as an alternative to Conventional plastic bins.	Promotes sustainable waste management and reduces plastic waste.	NA
Regular Maintenance of electrical equipment	Ensured periodic servicing of electrical machines for optimal performance.	Improved energy efficiency and effective fuel utilisation.	NA
Use of Sensor-based water taps	Installed sensor-operated taps in washrooms to control water flows.	Minimises water wastage by ensuring taps run only when needed.	NA
Implementation of Sewage Treatment Plant	Equipped the facility with a Sewage Treatment Plant (STP) to treat and reuse wastewater.	Enables use of treated water, reducing freshwater dependency.	NA
Plastic-free cafeteria initiative	Eliminated the use of plastic items in the cafeteria.	Encourages environmentally responsible practices and reduces plastic pollution.	NA

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 7
- 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/ International)
1	Electronics and Computer Software Export Promotion Council	National
2	Andhra Chamber of Commerce	State
3	Confederation of Indian Industry	National
4	Electronics Industries Association of India	National



Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
5	ASSOCHEM	National
6	Indian Space Association	National
7	Society of Indian Defence Manufacturers	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
	Not Applicable	

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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
As the contribution is not exceeding Rs. 10 Crores, the same is 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:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement has been undertaken by the entity.						

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

We place a high priority on open communication and the prompt resolution of community concerns. To facilitate this, we have established multiple channels through which residents can submit grievances. These include a dedicated hotline (040-46618000), an online complaint form available on our website

(<https://astramp.com/contact-us/>), and an email address (info@astramp.com).

Upon receipt of a grievance, we adhere to a structured process that guarantees prompt acknowledgement, a thorough investigation, timely response, and transparent communication throughout the resolution period. Our objective is to achieve mutually satisfactory outcomes, and we are committed to the continuous enhancement of our grievance redressal mechanism to ensure it remains accessible, efficient, and equitable for all members of the community.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	12.82%	14.40%
Directly from within India	33.80%	50.07%

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**

Particular	FY 2024-25	FY 2023-24
Rural	0	0
Semi-urban	0	0
Urban	91%	94%
Metropolitan	9%	6%

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

The company's product portfolio is exclusively comprised of electronics designed for Defence and Space applications, with no offerings directed toward the general consumer market. As part of our standard operating procedure, we conduct an annual collection of formal feedback from clients and customers. Our customer feedback channels include email, postal correspondence, fax, website portals, and direct verbal communication with project management teams. Additionally, customers may submit complaints via the telephone and email contacts listed on the company's website.

Our objective is to maintain the highest standards of customer satisfaction through a comprehensive and effective grievance redressal system. To facilitate easier communication, we have also provided a dedicated email address (mktg@astramp.com) for customer correspondence.

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-



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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) Yes

If available, provide a web link of the policy The company has established a framework for cyber security and data privacy-related risks, which is accessible on the company’s intranet.

<https://hrconnect.astramp.com/ITPolicies.aspx>

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.

No corrective action required.

7. Provide the following information relating to data breaches

- a. Number of instances of data breaches along-with impact** 0
- b. Percentage of data breaches involving personally identifiable information of customers** 0
- c. Impact, if any, of the data breaches**

Not Applicable.