alicon

Casting the Future

28th August, 2025

The Manager
Department of Corporate Services
BSE Limited
Jijibhoy Towers,
Dalal Street, Fort,
MUMBAI 400 001

Script Code: 531147

The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra-Kurla Complex, Bandra East
MUMBAI 400 051

Script Symbol: ALICON

Dear Sir,

Sub: Business Responsibility and Sustainability Reporting (BRSR)

As required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing BRSR Report for the financial year ended 31st March, 2025, which also forms part of the Annual Report.

Thanking you,

Yours faithfully,
For ALICON CASTALLOY LTD.

VIMAL KUMAR GUPTA

Digitally signed by VIMAL KUMAR GUPTA
DN: c=IN, o=PERSONAL, title=8945, 2.5.4.20=5e10f85c3fd1b274c32732354402b39a1b8555ca0580d6d67c0d22af20b64db7, postalCode=122101, st=Haryana, serialNumber=df23386c1769b3ed782fe86f749858de77c21027c748ced87f7af50fae4f299e, cn=VIMAL KUMAR GUPTA
Date: 2025.08.28 11:19:19 +05'30'

VIMAL GUPTA
CHIEF FINANCE OFFICER

Encl: as above

ANNEXURE III

Business Responsibility & 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	L99999PN1990PLC059487
2	Name of the Listed Entity	Alicon Castalloy Limited
3	Year of Incorporation	1990
4	Registered office address	Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra
5	Corporate address	Survey No. 1426, Village Shikrapur, Taluka – Shirur, District Pune, PIN: 412 208, Maharashtra
6	E-mail	investor.relations@alicongroup.co.in
7	Telephone	021-37677100
8	Website	www.alicongroup.co.in
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	8.13 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Omprakash Agnihotri Chief Corporate Officer Mobile: +91 9860794410 Email: omprakash.agnihotri@alicongroup.co.in
13	Reporting boundary	Standalone Basis
14	Name of assurance provider	Not applicable. With reference to SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and in accordance with the market capitalization of the Company as on March 31, 2025, the Company is not required to undertake assurance/assessment of BRSR Core for the financial year 2024-25. Accordingly, the Company has not appointed an assurance provider.
15	Type of assurance obtained	Not Applicable

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Aluminum Casting Metal and Metal products	100%

17. Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Casting of Non-Ferrous metal	2432	100%

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	3	3	6
International	1	2	3

19. Markets served by the entity:

a. **Number of locations**

Locations	Number
National (No. of States)	10
International (No. of Countries)	19

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

12%

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

Alicon is catering to Automotive and non-automotive segment.

In Auto we are supplying to

- Segments such as Two Wheeler, Three Wheeler, Passenger Vehicle, Commercial Vehicle
- Fuel type – Internal Combustion Engine, Electric Vehicle, Hybrid, Fuel Cell, Compressed Natural Gas
- Market – Domestic & Global

In Non-Auto we are supplying

- Segments such as Defense, Agriculture, Infrastructure, Medical, Energy, Aerospace
- Market – Domestic & Global

IV. Employees

20. Details as at March 31, 2025

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
	Employees					
1.	Permanent (D)	**479**	470	98.12%	9	1.88%
2.	Other than Permanent (E)	**98**	98	100%	-	-
3.	Total employees (D + E)	**577**	568	98.44%	9	1.56%
	Workers					
4.	Permanent (F)	**278**	278	100%	-	-
5.	Other than Permanent (G)	**2,118**	2,043	96.46%	75	3.54%
6.	Total workers (F + G)	**2,396**	2,321	96.87%	75	3.13%

b. **Differently abled employees and workers**

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
	Differently Abled Employees					
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-

Sr. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
	Differently abled workers					
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. & % of Females	
		No (B)	% (B/A)
Board of Directors	**10**	4	40%
Key Management Personnel (KMP)	**4**	1	25%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24*			FY 2022-23*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.8%	-	**7.8%**	9.3%	-	**9.3%**	8.7%	1%	**9.7%**
Permanent Workers	3%	-	**-**	1%	-	**1%**	4%	0%	**4%**

*The values reported for the previous year (FY 2023-24 and FY 2022-23) have been restated due to updated methodology, to ensure accuracy and comparability.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2025)

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	Alicon Holding - GmbH	Subsidiary	100%	No
2	Illichmann Castalloy - s.r.o.	Step down Subsidiary	100%	No
3	Illichmann Castalloy - GmbH	Step down Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹ Lakhs): 1,52,588.26

(iii) Net worth (in ₹ Lakhs): 54,869.33

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 (NGRBC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	investor.relations@alicongroup.in	3	NIL	Closed Satisfactory	NIL	NIL	NIL
Employees and workers	www.alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	www.alicongroup.co.in	6	NIL	Closed Satisfactory	7	NIL	Closed Satisfactory
Value Chain Partners	www.alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL
Other (please specify)	www.alicongroup.co.in	NIL	NIL	NIL	NIL	NIL	NIL

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Disaster recovery	Risk	• Business interruption due to natural calamities like earthquakes, cyclones, floods, etc. • Inadequate disaster recovery planning	1. Adequate protection against calamities including appropriate insurance 2. Introduced additional mitigation to overcome interruptions due to pandemic situations	Disruption to business operations leads to negative financial implication
2	Health, safety and environment	Risk	• Non-compliance with safety measures by employees • Non-awareness of hazardous nature of chemicals	1. Strict adherence to BBS (behavior-based safety system) 2. Focus on reducing the generation of effluent and arresting at the source	Incidents impact employee morale and business reputation leading to negative financial implication
3	Climate change	Opportunity	The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities	1. Clean energy integration in existing electric networks 2. Investment of capital in assets that will serve diversified electricity and fuel retrofitting on the energy supply system	Initiatives taken around climate change has a positive implication towards business
4	Innovation	Risk	Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs	1. Structured technology development projects 2. New focus areas are identified to develop future capability needs Focus on light weighting and EV	Innovation in the industry may impact the business negatively if not considered immediately

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)
5	IT data centre & far sight disaster recovery (DR)	Risk	Risk of in adequate data centre & far sight DR	1. The disaster recovery (DR) strategy is being updated continuously 2. Data centre is established and near site DR is available	Business continuity gets impacted leading to financial loss
6	Training and education	Opportunity	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	1. Providing a needs-based and innovative range of training courses, notably in forward- thinking fields of expertise like digitalization 2. Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company 3. Providing programmes that are specifically designed for roles which require upgraded skills	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.
7	Maintenance	Risk	Risk of sub-optimal maintenance plan due to manual updating of ODR and MGR reports resulting in un-economical maintenance costs	Operational performance (OEE) & maintenance (PM & breakdown) are being monitored through SAP for all the major plants	Business continuity gets impacted leading to financial loss
8	Data protection	Risk	• Risk of confidential data leakage via USB drives/flash drives • Exposure of Company data because of work from home and access to respective data	1. All privileged system access are reviewed periodically & data leakage prevention (DLP) system are implemented at these equipment 2. Restricted data access control & data encryption to monitor work from home activities	Impacts the brand reputation in the industry thereby leading to financial loss

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)
9	Pollution free environment	Risk	Failure to provide a safe working environment exposes Alicon to compensation liabilities, sub- optimal productivity, loss of business reputation and other costs	1. All the necessary pollution control norms for air, noise etc. are followed 2. Disposal of hazardous waste is monitored within permissible limits	Incidents impact business reputation leading to negative financial implication
10	Sustained performance & quality	Risk	• Risk of customer being lost, in course of business • Dissatisfaction amongst the customer due to lack of attention, focus, etc.	1. Enhance customer satisfaction 2. Coefficient - alignment in strategies, partner of choice 3. Providing end to end solutions, dual shore business model	Impacts the brand reputation in the industry thereby leading to financial loss
11	Brand risk/ reputation	Risk	• Risk of threat or danger to the name or standing of business or entity • Actions involving the Company directly or indirectly may damage the brand name	1. Worldwide brand-building activities are an ongoing process 2. Participation in exhibition and trade fairs 3. Good reputation and relations with major trade companies	Impacts the brand reputation in the industry thereby leading to financial loss

SECTION B- MANAGEMENT & PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements.

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	a.	**Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	**Has the policy been approved by the Board? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	**Web Link of the Policies, if available**	The policies mandated by the Companies Act, 2013, and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, can be accessed on the Company's website: https://www.alicongroup.co.in/corporate-governance/ Other internal policies are available within the Entity and are not accessible to the public.								
2.	**Whether the entity has translated the policy into procedures. (Yes / No)**		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	Company has obtained 26 certifications under national and international codes/certifications/labels/standards Quality systems - • ISO 9001:2015 (QMS Certification for Non-Automotive Parts) • IATF 16949:2016 (QMS Certification for Automotive Parts) • ISO 14001:2015 (Environment Management System Certification) • ISO 45001:2018 (Safety Management System Certification)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company is proactively working towards to improve energy, water, and waste management, with a strong emphasis on increasing the use of renewable energy and defining clear objectives for water and waste management. These actions are aimed at ensuring full compliance with environmental and safety regulations prescribed by government authorities and meeting the expectations of external stakeholders, including investors and customers.								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	The company has developed a strategic plan aimed at achieving specific commitments, goals, and targets for the upcoming years. This plan outlines proactive measures and initiatives to be undertaken. The company is focused on executing this new plan effectively, with the goal of achieving the desired outcomes and enhancing performance in the forthcoming reporting periods.								
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)	Please refer to "Message from Managing Director" in the annual report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.	ESG Committee continuously evaluates the Company's social, environmental, governance, and economic obligations.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The company has set up an ESG Committee, which continuously evaluates the Company's social, environmental, governance, and economic obligations. Further details regarding the ESG Committee are provided in the Corporate Governance section 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
10.1 Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
10.2 Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
					No				

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

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

SECTION C- PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	NIL	NIL	NIL
Key Managerial Personnel	6	Automation, Productivity Improvement, Project Management, Energy saving, Legal and compliance management, EHS	100%
Employees other than BoD and KMPs	36	Productivity, Quality, Cost management, Upskilling, EHS	100%
Workers	50	Kaizen, Employee-ship, EHS	100%

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

Monetary					
Type	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	1	SEBI	11,800	We had paid a fine of ₹ 11,800/- to BSE Ltd. and ₹ 11,800/- to National Stock Exchange of India Ltd. (NSE) for delay in intimation of Board meeting.	No
Settlement	NIL	NA	-	NA	NA
Compounding fee	NIL	NA	-	NA	NA

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

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

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

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

Yes, the company maintains a strict zero-tolerance against all forms of corruption and bribery. The company has implemented a comprehensive Anti-Corruption and Anti-Bribery Policy, which mandates firm action against any individual found engaging in unethical conduct. This policy is applicable to all employees across the organization—including subsidiaries, joint ventures, and affiliates—regardless of their role or geographic location.

Integrity and honesty are expected in every aspect of business operations. All Alicon facilities are required to comply with relevant anti-bribery and anti-corruption laws and regulations. Additionally, the company's zero-tolerance policy is clearly communicated to agents, suppliers, contractors, and other business partners at the outset of any engagement.

New employees receive a copy of the policy upon joining and are expected to familiarize themselves with its contents. Existing team members are regularly reminded of the policy, and ongoing training programs are held to support prevention, early identification, and management of potential anti-corruption risks.

The policy can be accessed at: Anti-corruption and Anti-bribery policy

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

There was no case 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:**

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	100.71	106.35

9. **Openness of business**

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

Parameter	Metrics		FY 2024-25	FY 2023-24
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	NIL	NIL
	b.	Number of trading houses where purchases are made from	NIL	NIL
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	NIL	NIL
	b.	Number of dealers / distributors to whom sales are made	NIL	NIL
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases) (₹ In INR crores)	0.61%	0.26%
	b.	Sales (Sales to related parties / Total Sales) (₹ In INR)	0.00%*	0.28%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d.	Investments (Investments in related parties / Total Investments made)^	7.88%	8.34%

* Share of RPTs in Sales for FY 2024-25 is 0.0002%

Leadership Indicators

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

Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Vendor awareness on Business ethics and sustainability aligned with BRSR	60%

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.**

Yes. Alicon Castalloy Limited has established processes to prevent and manage conflicts of interest involving members of the Board, in line with the Terms of Appointment of Directors to the Board. As per the Company's Code of Conduct, Board members and Senior Management are required to abstain from discussions, voting, or influencing decisions on any matter where they have or may have a conflict of interest. They must also refrain from serving as a Director in any company that directly competes with the Company, unless prior approval is obtained from the Company's Board of Directors.

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

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.**

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	NIL	NIL	-
Capex	14.12%	12.84%	Development of parts for EV which will finally leads to reduce carbon emission. It also includes green energy investment.

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

   Yes

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

   40%

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.**

   Our products are integrated into automobiles produced by customers, making it impractical to separate or reclaim them individually. So it is not applicable to our products.

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.**

   No

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of product / service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the web-link.
No Lifecycle Assessment was conducted in the reporting year.					

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

Name of product / service	Description of the risk/concern	Action taken
Not Applicable, as LCA study wasn't conducted in the reporting year.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-2025	FY 2023-2024
Aluminum	16%	15%

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

	FY 2024-25 (Current Financial Year)			FY 2023-24* (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging	840	NA	NA	770	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

*The values reported for the previous year (FY 2023-24) have been restated due to reclassification and updated methodology, to ensure accuracy and comparability.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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	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	**470**	470	100%	470	100%	-	-	-	-	-	-
Female	**9**	9	100%	9	100%	9	100%	-	-	-	-
Total	**479**	479	100%	479	100%	9	1.88%	-	-	-	-
Other than Permanent Employees											
Male	**98**	98	100%	98	100%	-	-	-	-	-	-
Female	**0**	0	-	0	-	-	-	-	-	-	-
Total	**98**	98	100%	98	100%	-	-	-	-	-	-

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

Category	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	**278**	278	100%	278	100%	-	-	-	-	-	-
Female	**-**	-	-	-	-	-	-	-	-	-	-
Total	**278**	278	100%	278	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	**2,043**	2,043	100%	2,043	100%	-	-	-	-	-	-
Female	**75**	75	100%	75	100%	75	100%	-	-	-	-
Total	**2,118**	2,118	100%	2,118	100%	75	3.54%	-	-	-	-

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

	FY 2024-2025	FY 2023-2024
Cost incurred on well- being measures as a % of total revenue of the company	1.51	1.93

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 employees 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 employees covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – Please Specify						

3. **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

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

Yes

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

	Permanent Employees		Permanent Workers	
	Return to work rate in %	Retention rate in %	Return to work rate in %	Retention rate in %
Male	NA	NA	NA	NA
Female	100%	NA	NA	NA
Total	NA	NA	NA	NA

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. We have implemented a robust system for addressing variances and grievances. Employees can report issues directly to HR representatives, utilize the Grievance Redressal Register for formal tracking, or submit complaints via a dedicated email ID, which also handles POSH-related concerns. Our strong whistleblower mechanism ensures that all complaints are addressed effectively, confidentially, and without fear of reprisal.
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						
Male	-	-	-	NA	NA	NA
Female	-	-	-	NA	NA	NA
Total Permanent Workers						
Male	278	278	100%	266	266	100%
Female	-	-	-	NA	NA	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	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	**568**	568	100%	568	100%	**500**	500	100%	500	100%
Female	**9**	9	100%	9	100%	**6**	6	100%	6	100%
Total	**577**	577	100%	577	100%	**506**	506	100%	506	100%
Workers										
Male	**2,321**	2,321	100%	2,321	100%	**2487**	2487	100%	2487	100%
Female	**75**	75	100%	75	100%	**113**	113	100%	113	100%
Total	**2,396**	2,396	100%	2,396	100%	**2600**	2600	100%	2600	100%

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)
Employees						
Male	**568**	568	100%	**500**	500	100%
Female	**9**	9	100%	**6**	6	100%
Total	**577**	577	100%	**506**	506	100%
Workers						
Male	**2,321**	2,321	100%	**2487**	2487	100%
Female	**75**	75	100%	**113**	113	100%
Total	**2,396**	2,396	100%	**2600**	2600	100%

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

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

Yes. Alicon considers occupational health and safety as fundamental to its business and long-term sustainability. The Company has established a comprehensive Occupational Health and Safety Management System, incorporating stringent, compliance-based protocols to ensure a safe and hazard-free workplace.This framework is continually strengthened to maintain 100% workplace safety and uphold the highest safety standards.

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

Yes. Alicon has established structured processes to identify work-related hazards and assess associated risks for both routine and non-routine operations. These include regular workplace inspections, job safety analyses, and hazard identification and risk assessment (HIRA) exercises conducted by trained safety officers. For non-routine tasks, the Company follows a permit-to-work system, pre-task risk assessments, and specialised safety briefings to identify potential hazards before work begins. All findings are documented, reviewed, and integrated into the Occupational Health and Safety Management System, ensuring continuous monitoring, corrective actions, and preventive measures to uphold the highest standards of workplace safety.

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

Yes. Alicon has established formal processes that enable workers to promptly report work-related hazards through designated reporting channels, such as safety committees, incident reporting forms, and digital reporting tools. The Company also empowers employees to stop work and remove themselves from unsafe situations without fear of reprisal, in line with its commitment to maintaining a safe and healthy workplace. All reports are investigated, and corrective measures are implemented to prevent recurrence.

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

Yes. Alicon is committed to the holistic well-being of its employees and provides access to non-occupational medical and healthcare services. This includes comprehensive health insurance coverage, regular health check-ups, wellness programmes, and counselling support, ensuring employees receive care beyond workplace-related health needs.

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

*The values reported for the previous year (FY 2023-24) have been restated due to reclassification and updated methodology, to ensure accuracy and comparability.

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

The company follows a strong policy that focuses on protecting the environment, health, and safety of everyone involved. The company has put safety rules in place to handle any accidents or incidents at work. Thanks to the efforts of both the management and employees, the number of health and safety issues has gone down. Everyone works together to create a safe workplace, with safety being a top priority.

We provide safety training, awareness programs, mock drills, and regular safety checks by both our own safety officer and outside experts. We also teach safety during work and encourage everyone to follow safe habits in daily life too.

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

Type	FY 2024-25			FY2023-24*		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

*The values reported for the previous year (FY 2023-24) have been restated due to reclassification and updated methodology, to ensure accuracy and comparability.

14. Assessments for the year:

Type	% 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

Alicon Group considers Safety, Health, and Environment (SHE) as paramount and monitors accident rates across all its locations. Any safety-related incident is promptly investigated to determine root causes, followed by the implementation of corrective and preventive measures such as enhanced safety training, process improvements, and stricter compliance checks. The overall reduction in health and safety incidents reflects the strong commitment of both management and workers to maintaining a safe workplace, achieved through adherence to the Company's established management approach and a health-and-safety-first mindset in daily operations.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. Alicon Group extends life insurance and a death compensation policy to provide financial support to the families of employees and workers in the unfortunate event of their demise.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that its value chain partners duly deduct and deposit all applicable statutory dues. Compliance requirements are clearly outlined in the Bharat Forge Supplier Code of Conduct, which all supply chain partners are mandated to follow. Regular communication, contractual obligations, and monitoring mechanisms are in place to promote adherence, thereby supporting responsible business practices and maintaining transparency and accountability across the value chain.

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

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

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)

Yes. The company provides transition assistance programmes to support employees in managing career endings due to retirement or termination. These include skill development opportunities, career counselling, and guidance to facilitate continued employability, along with creating an enabling environment for their overall growth and development.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	15.20%
Working Conditions	15.20%

6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

During FY 2024–25, Alicon Castalloy Ltd. conducted periodic assessments of health and safety practices and working conditions at value chain partner facilities. Based on the findings, corrective actions were initiated, including: Communication of identified gaps in safety compliance and guidance on remedial measures. Implementation and regular inspection of personal protective equipment (PPE) usage. Enhancement of workplace ergonomics and safe material-handling processes. Refresher training programs on occupational health, fire safety, and emergency preparedness. Continuous monitoring to ensure compliance with statutory norms and Alicon's internal safety standards. Medical fitness certificate verification for contract employees done before awarding work.

These measures are aimed at mitigating risks, strengthening safety culture, and ensuring the well-being of all stakeholders in the value chain.

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.**

Alicon systematically identifies and prioritises both internal and external stakeholders based on their level of influence on the Company's decisions and operations, as well as the extent to which they are impacted by those decisions. This assessment considers the material influence stakeholders have on the business and the consequences of corporate actions on them. The Company's strategic decisions and business initiatives are grounded in a stakeholder-centric approach, fostering long-term relationships, creating shared value, and supporting sustainable growth.

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 (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	• Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal media • One-on-one interactions • Employee involvement in CSR activities.	• Periodically • Half Yearly • Quarterly	• Inform about important advances in the Company • Help the employees expand their knowledge in the industry • Getting employee feedback and resolving their issues
Investors	No	• Annual report, sustainability report, press releases • Investor presentations • Corporate website • Quarterly & Annual results • ESG calls	• Annually • Quarterly • Periodically • Quarterly • Quarterly	Investors prefer to invest in the organizations that are socially and environmentally responsible.

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	• Interviews, personal visits, publications, mass media & digital communications, plant visits, • Support programmes, social media, • Conferences and events	• Weekly and Quarterly • Annually • Monthly	Internal customers (Employees) • Feel motivated to get involved in CSR projects and serve the community • Guided by the CSR Team • Enhance employee volunteerism. • External customers - Prefer to connect with the organization that is socially & environmentally responsible
Suppliers & service providers	No	• Supplier & vendor meets • Workshops & trainings, Audits • Policies • IT-enabled information sharing tools and recognition platforms • Dialogue in the context of industry initiatives, joint events, training courses, presentations • Supplier risk assessments	• Periodically • Periodically • Periodically • Annually • Periodically • Annually	• Supply of material & services.
Business Partners	No	Dialogue with sales organisations and coordinating units of importers	Periodically	Provide service to present customers while increasing the potential for future growth
Government and Regulatory Bodies	No	• Official communication channels • Regulatory audits/ inspections • Environmental compliance • Policy intervention • Good governance	• Monthly • Annually • Annually • Periodically • Annually	They help and guide in terms of connecting with Govt. Schemes in the same area for increased effectiveness.
Communities	Please refer to the following link for information about the Company's community work: https://www.alicongroup.co.in/corporate-social-responsibility/			

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.**

   Alicon Group has established a dedicated ESG Committee at the management level, which serves as the primary channel for consultation on economic, environmental, and social matters. The Committee is responsible for regularly updating the Board on relevant developments, presenting stakeholder concerns, and seeking guidance from the Directors. Feedback from ongoing stakeholder engagements is consolidated, assessed, and communicated to the Board, enabling informed decision-making and ensuring that the Company's strategies remain aligned with ESG priorities and stakeholder expectations.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Alicon Group maintains regular, proactive engagement with its key stakeholders to inform and strengthen its ESG strategies while ensuring transparency in outcomes. Inputs gathered through these consultations—such as feedback on regulatory changes, environmental practices, and social initiatives—are reviewed and incorporated into policy updates, operational improvements, and new programme development. Periodic evaluations are conducted to ensure policies remain relevant, compliant, and responsive to stakeholder expectations.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

   To address the concerns of vulnerable and marginalized stakeholder groups, the Entity begins the process by identifying target areas and assessing their needs through surveys, visits, and evaluations to determine whether these needs are project-relevant or aspirational. Following this, a thorough Needs Assessment is conducted to identify specific communities that would benefit most from the Entity's Corporate Social Responsibility (CSR) interventions. The Entity then collaborates with the local community to finalize projects, ensuring alignment with the identified needs and aspirations. On-ground mobilization strategies are implemented to effectively engage stakeholders and the community in CSR initiatives, ensuring that the projects not only address their concerns but also empower them through active participation. This holistic approach ensures that the Entity's actions are inclusive and have a meaningful impact on the most vulnerable groups within the community.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the Company:**

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)
Employees						
Permanent	**479**	479	100%	**506**	401	80%
Other than Permanent	**98**	98	100%	**-**	-	-
Total Employees	**577**	**577**	**100%**	**506**	**401**	**80%**
Workers						
Permanent	**278**	278	100%	**288**	100	35%
Other than Permanent	**2,118**	2,118	100%	**2312**	894	39%
Total Workers	**2,396**	**2,396**	**100%**	**2600**	**994**	**38%**

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
Permanent Employees										
Male	**470**	-	-	470	100%	**500**	-	-	500	100%
Female	**9**	-	-	9	100%	**6**	-	-	6	100%
Other than Permanent Employees										
Male	**98**	-	-	98	100%	**-**	-	-	-	-
Female	**-**	-	-	-	100%	**-**	-	-	-	-
Workers										
Permanent										
Male	**278**	-	-	278	100%	**288**	-	100%	288	100%
Female	**-**	-	-	-	100%	**-**	-	-	-	-
Other than Permanent										
Male	**2,043**	-	-	2,043	100%	**2,199**	2144	97.5%	55	2.5%
Female	**75**	-	-	75	100%	**113**	110	97.35%	3	2.65

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

a. **Median remuneration/wages:**

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹)	Number	Median remuneration/ salary/wages of respective category (₹)
Board of Directors (BoD)	5	5,80,000	4	4,92,500
Key Managerial Personnel (KMP)	3	5,93,20,763	1	13,06,625
Employees other than BoD and KMP	571	4,08,185	2	5,28,000
Workers	278	1,00,2000	-	NA

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

Particular	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.76%	1.71%

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

Yes. Alicon Group has established a dedicated Human Rights Policy that enables employees to raise complaints or grievances directly with the Human Resources Department or Senior Management. To address such matters, a designated committee may be formed or delegated to investigate reported issues, evaluate their impact, and ensure timely resolution. The process guarantees protection against retaliation for individuals raising concerns, and the committee works in collaboration with Senior Management to recommend and implement appropriate corrective actions.

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

Alicon Group fully acknowledges the vital and non-negotiable importance of protecting and promoting human rights across all aspects of its business operations. The Company is deeply committed to upholding and safeguarding the fundamental rights and dignity of all its stakeholders, including employees, local communities, contractors, business partners, and suppliers. This commitment is rooted in and guided by internationally recognized human rights frameworks and standards, such as the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact principles. These foundational documents form the basis of Alicon Group's approach to responsible business conduct and ethical practices.

To translate this commitment into effective action, the Company has established a robust and comprehensive Human Rights Policy. This policy is designed not only to promote awareness and respect for human rights within the organization but also to ensure that any violations or concerns are proactively identified and addressed. The Human Rights Policy is implemented in close coordination with the Company's Grievance Policy, creating an integrated framework that enables employees and other stakeholders to voice concerns, report grievances, or raise issues in a safe, structured, and confidential manner. The Company is committed to ensuring that such concerns are reviewed, investigated, and resolved promptly, fairly, and transparently, with appropriate corrective measures where necessary.

The process is structured as follows:

Employees and affiliates are encouraged to raise any complaints, concerns, or reports of misconduct directly with the Human Resources department or Senior Management. The Company strictly prohibits any form of retaliation or disciplinary action against individuals who voice concerns in good faith under this policy.

Furthermore, the Company routinely carries out human rights due diligence activities to monitor the implementation of the policy, ensure ongoing compliance, and identify areas requiring corrective action or further improvement.

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	NA	NIL	NIL	NA
Discrimination at Workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labor	NIL	NIL	NA	NIL	NIL	NA
Forced Labor/Involuntary Labor	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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
	Filed during the year	Filed during the year
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

Alicon Group has robust mechanisms in place to protect complainants in cases of discrimination and harassment.

While handling complaints under the grievance redressal mechanism, every effort is made to ensure that the inquiry is conducted in a calm and respectful manner to prevent any undue stress for those involved. The entire process is strictly confidential.

The Company's Grievance Policy outlines that all members of the Grievance Committee, individuals responsible for maintaining records, and any staff member involved in or questioned during the proceedings are obligated to always maintain confidentiality. All documents and information shared during the process must be kept private.

Any form of harsh, disrespectful, or insulting behavior by anyone involved in or conducting the grievance proceedings is strictly prohibited. Such conduct will be treated as misconduct under the Company's disciplinary policies and will result in appropriate and firm disciplinary action.

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

Yes

10. **Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Child Labor	NIL
Forced/Involuntary Labor	NIL
Sexual Harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
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.**

Not applicable.

Leadership Indicators

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

NIL

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

Human rights due diligence is currently included within other ongoing audits. However, a dedicated and separate human rights due diligence has not yet been conducted. We plan to initiate a focused human rights due diligence process in the coming years.

3. **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

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	15.2%
Discrimination at workplace	
Child labor	
Forced/involuntary labor	
Wages	
Others – please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above**

No significant risks or concerns were identified during the assessments conducted in FY 2024–25 hence, no corrective actions were required.

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	FY2023-24*
From renewable sources (GJ - Gigajoules)		
Total electricity consumption (A)	83,705.97	64,496.58
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	83,705.97	64,496.58

Parameter	FY 2024-25	FY2023-24*
From non–renewable sources (GJ - Gigajoules)		
Total electricity consumption (D)	1,41,931.89	1,69,112.28
Total fuel consumption (E)	2,10,989.21	2,59,528.49
Energy consumption through other sources (F)	-	-
Total energy consumed from non–renewable sources (D+E+F)	3,52,921.10	4,28,640.77
Total energy consumed (A+B+C+D+E+F)	4,36,627.07	4,93,137.35
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.00003	0.00004
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (Total energy consumed / Revenue from operations adjusted For PPP)	0.00059	0.00079
Energy intensity in terms of physical output (GJ/MT)	14.10	17.24
Energy Intensity (Optional) – (GJ/Headcount)	146.86	158.72

The Purchasing Power Parity (PPP) factor considered is 20.66 as per IMF as provided in the Industry Standards on reporting for BRSR Core released by SEBI (FY 2023-24: 22.40 as per IMF).

*The value reported for the previous year (FY 2023-24) has been restated due to data revision, to ensure accuracy and comparability.

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

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

   No, this is not applicable for the Company

3. **Provide details of the following disclosures related to water:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	235.00	193.00
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater, generated drinking water from Air, AHU Condensation and Municipality water)	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	235.00	193.00
Total volume of water consumption (in kiloliters)	235.00	193.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) $	0.000000015	0.000000014*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (Total water consumption / Revenue from operations adjusted for PPP)	0.00000032	0.000000311
Water intensity in terms of physical output (KL/MT)	0.0076	0.0067
Water intensity (Optional) – (KL/Headcount)	0.0790	0.0621

The Purchasing Power Parity (PPP) factor considered is 20.66 as per IMF as provided in the Industry Standards on reporting for BRSR Core released by SEBI (FY 2023-24: 22.40 as per IMF).

*The value reported for the previous year (FY 2023-24) has been restated due to data revision, to ensure accuracy and comparability.

Note: Indicate if any assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If Yes, the name of the external agency

No

4. Provide the following details related to water discharged:

Parameter		FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)			
(1)	To Surface Water		
-	No treatment	-	-
-	With treatment – please specify the level of treatment	-	-
(2)	To Groundwater		
-	No treatment	-	-
-	With treatment – please specify the level of treatment	-	-
(3)	To Seawater		
-	No treatment	-	-
-	With treatment – please specify the level of treatment	-	-
(4)	Sent to third parties		
-	No treatment	-	-
-	With treatment – please specify the level of treatment	-	-
(5)	Others		
-	No treatment	-	-
-	With treatment – please specify the level of treatment	-	-
Total water discharged (in kiloliters)		**-**	**-**

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

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

Yes, we have successfully implemented Zero Liquid Discharge (ZLD). No wastewater is discharged outside our premises; instead, it is treated and reused for purposes such as flushing, gardening, and other internal needs.

6. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Please specify unit	FY 2024- 25	FY 2023- 24
NOx	µg/M3	29.18	14.11
SOx	µg/M3	5.76	10.1
Particulate matter (PM)	µg/M3	49.2	48.55
Persistent organic pollutants (POP)	-	-	NA
Volatile organic compounds (VOC)	-	-	NA
Hazardous air pollutants (HAP)	-	-	NA
Others-please specify	-	-	NA

Note: Indicate if any independent assessment/evaluations/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:**

Parameter	Unit	FY 2024-25	FY2023-24*
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	14,258.71	17,410.45
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	28,662.36	33,634.55
Total Scope 1 and Scope 2 emission per rupee of turnover$ (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent / INR	0.0000028	0.0000037
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ^	Metric tonnes of CO2 equivalent / INR	0.000058	0.000082
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent / MT	1.39	1.78
Total Scope 1 and Scope 2 emission intensity (optional)- (Metric tonnes of CO2 equivalent / Headcount)	(Metric tonnes of CO2 equivalent / Headcount)	9.64	10.83

The Purchasing Power Parity (PPP) factor considered is 20.66 as per IMF as provided in the Industry Standards on reporting for BRSR Core released by SEBI (FY 2023-24: 22.40 as per IMF).

*The value reported for the previous year (FY 2023-24) has been restated due to data revision, to ensure accuracy and comparability.

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

No

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

Yes, our organization drives impactful initiatives focused on reducing Greenhouse Gas (GHG) emissions by targeting key areas of energy efficiency and conservation. We have implemented several projects aimed at optimizing energy use and lowering emissions. Key focus areas include:

- **Utilization of solar power through a group captive project,** thereby replacing a portion of conventional grid electricity with renewable energy.
- **Procurement of wind energy through access**, contributing to a lower carbon footprint by shifting towards cleaner energy sources.
- **Reduction of energy losses by minimizing product-related rejections,** by minimizing product-related rejections, we reduce unnecessary energy consumption, enhance resource efficiency, and limit indirect greenhouse gas emissions associated with energy-intensive manufacturing operations.

9. **Provide details related to waste management by the entity:**

Parameter	FY 2024- 25	FY 2023- 24
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	5.29	38.12
E-waste **(B)**	1.31	0.91
Bio-medical waste **(C)**	-	-
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	-	0.47
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	99.51	146.76
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	14,762.90	13,637.78
Total (A+B + C + D + E + F + G + H)	14,869.01	13,824.04
Waste intensity per rupee of turnover$ (Total waste generated / Revenue from operations)	0.0000010	0.0000010
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (Total waste generated / Revenue from operations adjusted for PPP)	0.0000201	0.0000222
Waste intensity in terms of physical output	0.48	0.48
Waste intensity (optional) – (MT/Headcount)	5.00	4.45
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	4,429	146.76
(ii) Re-used	1,300	13,637.78
(iii) Other recovery operations	-	-
Total	5,729	13,784.54
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	0.17
(ii) Landfilling	6.11	5.04
(iii) Other disposal operations	135.36	141.55
Total	141.47	146.76

The Purchasing Power Parity (PPP) factor considered is 20.66 as per IMF as provided in the Industry Standards on reporting for BRSR Core released by SEBI (FY 2023-24: 22.40 as per IMF).

*The value reported for the previous year (FY 2023-24) has been restated due to data revision, to ensure accuracy and comparability.

Note: Indicate if any independent assessment/evaluations/assurance has been carried out by an external agency? If yes, the name of the external agency

No

10. **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste.**

The Company is committed to responsible waste management by recycling waste materials through authorized recycling partners. At all key plant locations, the company has implemented advanced Wastewater Treatment Plants (WTPs), including both Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs)

The Company places strong emphasis on adopting highly efficient processes, innovative methods, and state-of-the-art technologies aimed at substantially reducing the generation of waste materials across its operations. By implementing these forward-thinking strategies, the Company not only plays an active role in conserving the environment but also fosters sustainable development and supports the principles of circularity. This is achieved through the deliberate minimization of waste output and the optimization of resource utilization, ensuring that materials are used more effectively and waste is kept to a minimum throughout the entire lifecycle of its products and processes.

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
Not Applicable			

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 the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant weblink
Not Applicable for any of our manufacturing facilities					

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:**

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 courts	Corrective action taken, if any
No non-compliance has been noted				

Leadership Indicators

1. **Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):**

For each facility/plant located in areas of water stress, provide the following information:

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

(iii) Water withdrawal, consumption, and discharge in the following format: **Not Applicable**

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	-	-
Total volume of water consumption (in kiloliters)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-

Parameter		FY 2024-2025	FY 2023-2024
Water discharge by destination and level of treatment (in kiloliters)			
(i)	Into Surface water		
-	No treatment		
-	With treatment – please specify the level of treatment		
(ii)	Into Groundwater		
-	No treatment		
-	With treatment – please specify the level of treatment		
(iii)	Into Seawater		
-	No treatment		
-	With treatment – please specify the level of treatment		
(iv)	Sent to third parties		
-	No treatment		
-	With treatment – please specify the level of treatment		
(v)	Others		
-	No treatment		
-	With treatment – please specify the level of treatment		
Total water discharged (in kiloliters)			

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

No

2. **Please provide details of total Scope 3 emissions & their intensity**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2e/ Million Rs	-	-
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity		-	-

3. **With respect to the ecologically sensitive areas reported in Question 10 of the essential indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Not Applicable

4. **If the entity has undertaken any specific initiative 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 the outcome of such initiatives:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Melting furnace: Change of fuel from Oil to Gas	Converted oil-fired furnaces with gas-fired furnaces for metal melting	Enhancing energy efficiency and reducing emissions

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Alicon Castalloy Ltd's management framework includes a comprehensive emergency procedure aimed at effectively handling and mitigating emergencies, thereby minimizing risks to both the environment and human health. The organization has proactively identified potential emergency situations and assigned clear roles and responsibilities to ensure prompt and efficient incident management. This commitment to preparedness is demonstrated through regular mock drills and continuous assessments conducted by internal teams. Furthermore, Alicon engages external experts for audits and on-the-job training, enhancing its ability to respond quickly and recover effectively during crises.

Alicon also prioritizes the continuity of its core operations and supporting functions, including resilient systems and IT infrastructure, as part of its business continuity management strategy. This approach underscores the organization's dedication to sustaining operational stability even under adverse conditions.

6. **Disclose any significant adverse impact on the environment, arising from the value chain of the entity. What mitigation or adaptation measure has been taken by the entity in this regard**

No areas or materials within the entity's value chain have been identified as causing significant adverse environmental impacts.

7. **Percentage of value chain partners (by the value of business done with such partners) that were assessed for environmental impacts.**

S. No.	No. of value chain partners assessed	% of value chain partners (by the value of businesses done with such partners) that were assessed	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard
1.	38	15.2	No

8. **Number of Green Credits that have been generated or procured:**

a. By the company: NIL

b. By their top 10 value chain partners (in terms of value of purchases and sales, respectively): NIL

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.**

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	Maratha Chamber of Commerce	State (Maharashtra)
2	Confederation of Indian Industry (CII)	National
3	Automotive Component Mfg. Association (ACMA)	National
4	Deccan Chamber of Commerce, Industry & Agriculture (DCCIA)	State (Maharashtra)

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
The Company has recorded zero instances of involvement in anti-competitive behavior. Alicon Group remains committed to conducting its business in full compliance with applicable competition laws and upholding the highest standards of ethical and fair trade practices.		

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted to such advocacy	Whether information is available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
None					

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.**

Name and brief details of project	SIA Notification No.	Date of notifi cation	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

Sr. No.	Name of Project for which R&R is ongoing	Corrective action taken	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
NIL							

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

The Company diligently fulfils its CSR obligations by understanding the specific needs and priorities of the communities it serves through a detailed needs assessment process. Feedback and grievances received from the community are carefully considered and integrated into the planning and execution of CSR initiatives, ensuring they remain responsive, relevant, and impactful.

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	43.09	41.09
Directly from within India	95.0	95.0

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	72.91	72.30
Semi-urban	-	-
Urban	27.09	27.70
Metropolitan	-	-

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments**

   NIL

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

   NIL

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

   NO

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

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

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

   NIL

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

   NIL

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

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	**Shally Education Foundation** Saarthi : In low-income communities of Haryana, improving educational outcomes in arithmetic and english, coaching mothers on their role in the education of their children and training local women field workers	400 children 10 women	100%
2	**Reap Benefit Foundation** SOLVE NINJAS activating young citizens to be part of the Jal Doot initiative of the Govt of Assam Jal Jeevan Mission.	24759 youths	100%
3	**Swadhar IDWC** Khelghar: in Pune, MH contributing to a better future in which each child in the first 2000 days, gets a chance to develop to its full potential to lay the foundations of a more healthy, just and sustainable future for all.	200 children	100%
4	**Sri Krushna Charitable Trust** 3H Catalyst: In rural Karnataka. Enhancing employability of students for white-collar jobs	150 students	100%
5	**Jagritresearch Foundation** MakerGhat: In Odisha & Tamil Nadu, a Maker Mindset Program, to promote holistic development by nurturing vital 21st-century skills such as entrepreneurship, independence, problem- solving, and ambitious thinking.	27,000 students 450 teachers	100%
6	**Edliv Samanta Foundation** Project Seeds: strengthening the ECCD program through upskilling Anganwadi workers and creating model AWC with support of local youth in Uttarakhand.	700 children 10 fellows	100%

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
7	**Key Education Foundation** School Readiness Program: ensuring effective implementation of the ECCE in government schools of Nagaland.	700 children 70 teachers	100%
8	**Kshitij** Palak Samvad: training Anganwadi workers and parent representatives to provide knowledge of ECCD for the holistic development of children, in rural Maharashtra.	341 Anganwadi Sevika 20000 parents (Indirect beneficiaries)	100%
9	**Wildlife SOS** Support towards wildlife conservation, with primary focus on rescuing & rehabilitating animals.	NA	NA

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.**

   Alicon has a well-defined customer complaint and feedback management system to ensure timely and effective resolution of concerns raised by its clients. The process is structured to address inputs received through multiple channels, including direct communication with the assigned Key Account Manager, or via email and telephonic interactions with representatives from Quality, Operations, or Design teams. Each customer is assigned a dedicated Key Account Manager, who acts as a single point of contact to ensure that complaints are acknowledged upon receipt and addressed as per the defined organizational hierarchy and timelines.

   To streamline the resolution process, Alicon places strong emphasis on proactive engagement, transparency, and traceability. All feedback and complaints are recorded, tracked, and escalated within an internal system to ensure that no issue goes unresolved. The company's focus on continuous improvement and customer satisfaction is reflected in its structured approach to managing concerns, which helps strengthen long-term partnerships with major OEMs and reinforces Alicon's reputation as a reliable and responsive B2B enterprise.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

Particulars	Number	Reasons for recalls
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

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

   Yes. The Company has a dedicated Information Security, Cybersecurity, and Privacy Policy, supported by a comprehensive framework of documentation and practices addressing cybersecurity and data privacy risks. The policy is accessible through the Company's intranet portal. Implementation of ISO 27001 and ISO 27002 standards are underway, with completion targeted by November. Additionally, a Privacy Information Management System (PIMS) is being deployed in alignment with the Digital Personal Data Protection (DPDP) Act and the General Data Protection Regulation (GDPR).

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 issues have been reported on Cybersecurity and Data Privacy of Customers during FY2024-25

   The Company ensures robust protection of customer information through multiple layers of controls, including:

   a. Strict Non-disclosure Agreements

   b. Role-based Access on strictly Need-to-Know basis

   c. Technology controls such as Firewall policy, Anti-virus, Encryption of data etc.

   No corrective actions were required in relation to advertising, delivery of essential services, product recalls, or penalties/actions by regulatory authorities on product/service safety during the reporting period.

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

   a. **Number of instances of data breaches**

      NIL

   b. **Percentage of data breaches involving personally identifiable information of customers**

      NIL

   c. **Impact, if any, of the data breaches**

      NIL

Leadership Indicators

1. **Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available)**

   As a B2B organisation, the Company manufactures products strictly in accordance with customer-supplied designs and specifications. Consequently, standard consumer-facing product information channels are not applicable to its operations. Product-related details are shared directly with customers through secure communication channels as part of the business engagement process.

   All information can be accessed on the company's website https://www.alicongroup.co.in/what-we-do/

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

   Given the nature of the Company's B2B operations, end-use specifications and applications of products are determined by the customer, who holds the primary responsibility for providing product usage guidance. As such, direct consumer education on safe and responsible usage is not applicable to the Company's business model. However, the Company ensures that all products meet agreed technical and quality specifications, thereby supporting their safe and intended use.

3. **Mechanism in place to inform consumers of any risk of disruption/discontinuation of essential services .**

   The Company operates on a project-specific, customer-led business model. Any communication regarding potential supply disruptions or changes in service delivery is conducted directly with the concerned customer on a case-by-case basis. As such, generic consumer-facing notification mechanisms are not applicable to the Company's operations.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If Yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Yes. Consumer satisfaction surveys are conducted regularly as part of the International Automotive Task Force (IATF) process.

ANNEXURE IV

STATEMENT OF DISCLOSURE OF REMUNERATION PURSUANT TO SECTION 197 OF THE COMPANIES ACT, 2013 READ WITH RULE 5(1) OF COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

A. Ratio of the Remuneration of Managing Director to the Median Remuneration of the Employees of the Company for the Financial Year 2024-25 :

Sr. No.	Name of Directors & Key Managerial Personnel	Designation	Ratio of Remuneration to Median Remuneration of all employees
1	Mr. Shailendrajit Rai	Managing Director	17:1

B. The percentage increase in Remuneration of Managing Director, Chief Executive Officer, Chief Financial Officer and Company Secretary during the Financial Year 2024-25:

Sr. No.	Name of Directors & Key Managerial Personnel	Designation	% increase in Remuneration during the Financial Year 2024-25
1	Mr. Shailendrajit Rai	Managing Director	NIL
2	Mr. Rajeev Sikand*	Chief Executive Officer	124.2%
3	Mr. Vimal Gupta *	Chief Financial Officer	258.1%
4	Mrs. Amruta Joshi (Upto 28th March, 2025)	Company Secretary	NIL

*ESOS benefits are included above.

C. The percentage decrease in the median remuneration of Employees for the Financial Year 2024-25 was **5.0%.**

D. The number of permanent employees on the rolls of the Company as on 31st March, 2025:

Particulars	No. of employees
Executive/ Manager cadre	132
Staff	470
Operators/ Workmen	278
Total	**880**

E. It is hereby affirmed that the remuneration paid to the Directors, Key Managerial Personnel and Senior Management Personnel is as per the Remuneration Policy of the Company.

F. The statement containing names of the top 10 employees in terms of remuneration drawn and the particulars of employees as required under Section 197 (12) of the Act read with Rule 5 (2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 forming part of this report is opened for inspection by the members through electronic mode. Any member interested in obtaining a copy of the same may write to the Company Secretary.

For & on behalf of the Board of Directors

AJAY NANAVATI
CHAIRMAN
DIN: 02370729

Place: Pune
Date: 07th August, 2025

ANNEXURE V

DISCLOSURE IN RELATION TO ALICON CASTALLOY LTD. – EMPLOYEE STOCK OPTION SCHEME, 2022

Disclosure as required under Section 62(1)(b) of the Companies Act, 2013 read with Rule 12 (9) of the Companies (Share Capital and Debenture) Rules, 2014 and Disclosures pursuant to Regulation 14 read with Part F of Schedule I of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.

(A) Relevant disclosure in terms of the accounting standard prescribed by the Central Government in terms of Section 133 of the Companies Act, 2013 including the 'Guidance Note on accounting for employee share based payments' issued in that regard from time to time:

Refer Note No. 46 forming part of the standalone financial statements and Notes No. 44 of the consolidated financial statements for the financial year 2024-25. Please note that the said disclosure is provided in accordance with the Ind AS 102 – Share Based Payment.

(B) Diluted EPS on issue of shares pursuant to all the schemes covered under the SEBI SBEB Regulations shall be disclosed in accordance with the 'Indian Accounting Standard 33 – Earnings Per Share' issued by the Central Government or any other relevant Accounting Standards as issued from time to time:

Refer to Note No. 48 forming part of the standalone financial statements for the financial year 2024-25. Please note that the said disclosure is provided in accordance with the Ind AS 33 – Earnings per share.

(C) DETAILS RELATED TO ALICON CASTALLOY LTD - EMPLOYEES STOCK OPTION SCHEME, 2022 ('ESOS-2022').

Sr. No:	Particulars	Alicon Employees Stock Option Scheme – 2022 (ESOS-2022)
(I)	General Terms & Conditions of ESOS-2022	
1	Date of Shareholders' approval	27th September, 2022
2	Total number of options approved under ESOS-2022	3,00,000
3	Vesting Requirements	ESOS Scheme
4	Exercise price or pricing formula	Face Value
5	Maximum terms of options granted	5 Years
6	Source of shares	Primary
7	Variation in terms of option	No variation/modification/ amendment was made in the term of options during the financial year 2024-25
(II)	Method of Option Valuation	Fair value
(III)	Where the Company opts for expensing of the Options using the intrinsic value of the Options, the difference between the employees compensation cost so computed and the employee compensation cost that shall have been recognized if it had used the fair value of the Options shall be disclosed. The impact of this difference on profits and on EPS of the Company.	Not Applicable
(IV)	Option Movement during the year	
	Number of Options outstanding at the beginning of the period	3,00,000
	Number of Options granted during the year	-
	Number of Options forfeited/lapsed during the year	-
	Number of Options vested during the year	1,50,000
	Number of Options exercised during the year	1,50,000
	Number of shares arising as a result of exercise of options	1,50,000
	Money realized by exercise of Options (Amount in ₹)	7,50,000
	Loan repaid by the Trust during the year from exercise price received	Not Applicable

Sr. No:	Particulars	Alicon Employees Stock Option Scheme – 2022 (ESOS-2022)
	Number of Options outstanding at the end of the year	1,50,000
	Number of Options exercisable at the end of the year	-
(V)	Weighted average exercised prices and weighted average fair values of Options shall be disclosed separately for options, whose exercise price either equals or exceeds or is less than the market price of the stock.	Weighted Average Exercise Value of options ₹ 5/- Weighted Average Fair Value of options ₹ 5/-
(VI)	Employee-wise details of Options granted during FY 2024-25 to:	No options were granted during the FY 2024-25
(VII)	Description of the method and significant assumptions used during the year to estimate the fair value of Options including the following information	This is Not Applicable as no stock options were granted during the year. However, The fair value of the options are determined using Black Scholes option pricing model as at grant date.
(VIII)	Disclosures in respect of grants made in three years prior to IPO under each ESOS	Not Applicable

All the aforesaid details are also available on the Company's website at the link: www.alicongroup.co.in

For & on behalf of the Board of Directors

AJAY NANAVATI
CHAIRMAN
DIN: 02370729

Place: Pune
Date: 07th August, 2025