

September 05, 2024

To,
The Listing Department
BSE Limited
Department of Corporate Affairs
Phiroze Jeejeebhoy Towers, Dalal Street
Mumbai, Maharashtra - 400 001

To,
The Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza, Plot No. C/1, G Block
Bandra-Kurla Complex, Bandra (E)
Mumbai, Maharashtra - 400 051

Dear Sir/Ma'am,

Subject : Business Responsibility and Sustainability Report for the FY 2023-24.

Reference : ISIN - INE02IJ01035; Scrip Id-544061; Scrip Code-AZAD

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24, which forms part of the Annual Report for the financial year 2023-24.

The BRSR is also uploaded on the Company's website and can be accessed at: www.azad.in

You are requested to please take the same in your record.

Thanking you,

Yours truly,

For Azad Engineering Limited



Ful Kumar Gautam

(Company Secretary & Compliance Officer)

Membership No.: A49550

Encl.: As Above

Business Responsibility & Sustainability Report

Section A) General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: U74210TG1983PLC004132
2. Name of the Listed Entity: Azad Engineering Limited
3. Year of incorporation: 1983
4. Registered office address: 90/C, 90/D, Phase 1 I.D.A, Jeedimetla, Hyderabad 500055, Telangana India
5. Corporate address: 90/C, 90/D, Phase 1 I.D.A, Jeedimetla, Hyderabad 500055, Telangana, India
6. E-mail: cs@azad.in
7. Telephone: 91-40-2309 7007
8. Website: <https://www.azad.in>
9. Financial year for which reporting is being done:2023-24
10. Name of the Stock Exchange(s) where shares are listed: BSE & NSE
11. Paid-up Capital: 11,82,25,986/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Ful Kumar Gautam, 7093916512 cs@azad.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): for the entity and all the entities which form a part of its consolidated financial statements, taken together
14. Name of the assurance provider: NO
15. Type of assurance obtained : NA

II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacturing	Energy (I)	82.21%
2	Manufacturing	Aerospace and defence (II)	12.87%
3	Manufacturing	Oil and gas (III)	1.31%

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Airfoil/ blade	2811	65.5%
2	Non-airfoil	2811	16.7%
3	Aerospace and defence Products	2811	12.90%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	4	1	5
International	0	0	0

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	17

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

Reply: 87.5%

c. A brief on types of customers

Reply: **Our customers include global OEMs across the energy, aerospace and defence, and oil and gas industries.**

IV. Employees

20. Details at the end of Financial Year

a. Employees and workers (including differently abled):

SL No.	Particulars	Total	Male		Female	
		(A)	No.(B)	%(B/A)	No.(C)	%(C/A)
Employees						
1	Permanent(D)	355	329	92.67	26	7.32
2	Other than permanent(E)	0	0	0	0	0
3	Total Employees (D+E)	355				
Workers						
4	Permanent(F)	857	850	76.92	7	0.63
5	Other than permanent(G)	248	223	20.18	25	2.26
6	Total Employees(F+G)	1105				

20. b Differently Abled Employees & Workers :

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. ©	%(C/A)
Differently Abled Employees						
1	Permanent(D)	0	0	0	0	0
2	Other than permanent(E)	0	0	0	0	0
3	Total Employees(D+E)	0	0	0	0	0
Differently Abled Workers						
4	Permanent(F)	0	0	0	0	0
5	Other than permanent(G)	0	0	0	0	0
6	Total Employees(F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of directors	6	2	33.33
Key Management Personnel	5	1	20.00

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 23-24 (Turnover Rate in current FY)			FY22-23 (Turnover Rate in previous FY)			FY21-22 (Turnover Rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	0	12%	14%	1%	15%	15%	0	15%
Permanent Workers	45%	0	45%	45%	0	45%	46%	0	46%

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

c. A brief on types of customers

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	AZAD VTC PRIVATE LIMITED	Subsidiary	99.98	No

VI. CSR Details

24.

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

(ii) Turnover (in ₹) : 3407.71 (INR Million)

(iii) Net worth (in ₹) 6451.06 (INR Million)

VII. Transparency and Disclosures Compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place. Yes/No (If Yes, then provide web-link for grievance redress policy)	FY 24 Current financial year			FY 23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.azad.in/wp-content/uploads/2024/02/Vigil-Mechanism-Policy.pdf	0	0	There were no complaints/ grievances received from any specific community.			There were no complaints/ grievances received from any specific community.
Investors (Other than Shareholders)	Yes, https://www.azad.in/contact/	94	0	This were related to unblocking of Amounts, as we have got listed on 28 th Dec 2023.			
Shareholders	Yes, https://www.azad.in/contact	0	0				

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 24 Current financial year			FY 23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees & Workers	Yes, https://www.azad.in/wp-content/uploads/2024/02/Vigil-Mechanism-Policy.pdf	120	120	This is Routine Compliance Regarding KYC and Attendance Regularization	110	110	This is Routine Compliance Regarding KYC and Attendance Regularization
Customers	Yes, The company has a dedicated helpline number (+91-040-2309 7007, 8008) and email info@azad.in which address and resolves all customer Grievances. In addition, the Company responds to customer concerns that it sent to quality & projects teams teams .						
Value Chain Partners	Yes, https://www.azad.in/wp-content/uploads/2024/02/Vigil-Mechanism-Policy.pdf		There were no complaints/ grievances received from the value chain partners of the Company.			There were no complaints/ grievances received from the value chain partners of the Company.	
Other (Please specify)	NA						

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

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

Azad Engineering Limited is submitting its BRSR report for the first time for the FY 23-24. The company has not yet conducted a formal materiality assessment for responsible business conduct (RBC) and sustainability issues because the company has recently shifted towards focusing on sustainability and it is in early stage. Company is committed to conduct a formal materiality assessment in the near future.

SL No	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)

SECTION B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					YES				
b. Has the policy been approved by the Board? (Yes/No)					YES				
c. Web Link of the Policies, if available					https://www.azad.in/policies/				
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					No				
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.					<p>1. AS9100D and ISO 9001:2015 (technically equivalent to EN9100:2018 and JISQ9100:2016) for Manufacturing of forged, heat treated and precision machined components for aviation, space, and defence applications.</p> <p>2. AS9100D and ISO 9001:2015 (technically equivalent to EN9100:2018 and JISQ9100:2016) for Forged, Heat treated and machined components for Engineering Application.</p> <p>2. NADCAP Fluid Distribution Systems.</p> <p>3. ISO/IEC 27001 : 2013 for Information Security Management System.</p> <p>4. ISO 9001:2015 for Manufacturing of Precision machined components Manufacturing of Forged, Heat treated and Precision Machined Components.</p> <p>5. ISO 14001:2015 for Environmental Management System standard.</p> <p>6. ISO 45001:2018 for Occupational Health and Safety Management System standard.</p> <p>7. NABL ISO/IEC 17025:2017 for General Requirements for the Competence of Testing & Calibration Laboratories.</p>				
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.					Our Company is committed for integrating ESG principals into our core strategies and operations. Our goal is to minimize our environmental footprint and reduce energy consumptions by implementing energy efficient technologies and practices.				
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.					<p>The Company remains vigilant in monitoring its adherence to the specified</p> <p>principle(s) and takes appropriate measures whenever necessary.</p>				
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)

Given the industry in which the Company operates, the ESG paradigm assumes higher importance; the Company has consistently been helming multiple initiatives to thrive within and yet be fully responsible for its immediate environment.

Commitment to sustainability is at the heart of every corporate endeavour and initiative towards growth, prudently nurturing its human quotient, building social capital, while being responsible towards consumption of resources.

Core teams have been entrusted with ensuring the sustainability of approach across key corporate functions; in instances addressing key issues like using recyclable Packaging Material, replacing plastic bags with biodegradable bags, water conservation through water saving reducers, solar panel usage and rainwater harvesting among others.

The Company remains mindful of its moral responsibilities as a corporate citizen and acts in an ethical manner.

At Azad Engineering Limited, our ethos of manufacturing best class products for Energy, Aerospace and defence, Oil and gas. While doing so, we will continue our focus of scaling our ESG performance parameters with global best practices.

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

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). The CSR Committee of the Board is responsible for taking decisions on sustainability related issues.

If yes, details.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against policies and follow up action	Policies wherever stated have been approved by the Board/Committees of Board/Senior above policies and Management of the Company. Policies are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on a need basis whichever is earlier and necessary updates are made to the policies.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliancesL	The Company has necessary procedures in place to ensure the compliance with all relevant regulations and the Board of Directors periodically reviews the same.																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9	NO, The Company has necessary procedures in place to ensure the compliance with all relevant regulations and the Board of Directors periodically reviews the same.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	-								

Section C) PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Principle 1. Businesses should Conduct and Govern themselves with integrity and in a manner that is ethical, transparent and accountable.

Essential Indicators:

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

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	of 1	The Board of Directors and Committee members were apprised on SEBI Regulations, IT Risk Governance including Data Privacy and Cyber Security, and Corporate Social Responsibility.	100%
Key Managerial Personnel	1	The KMPs were apprised on SEBI Regulations, IT Risk Governance including Data Privacy and Cyber Security, and Corporate Social Responsibility.	100%
Employees other than BoD and KMPs		The training and awareness programmes for employees are broadly being conducted in the following areas: a. Health and Safety b. Skill Upgradation c. POSH d. Data Security e. Human Rights f. Code of Conduct	90%
Workers		a. Health and Safety. b. Fire Drill c. Human Rights	85%

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

A. Monetary

Particulars	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	NIL				
Settlement	NIL				
Compounding Fee	NIL				

B. Non Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? Yes/No
Imprisonment	NIL			
Punishment				

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide the details in brief and if available, provide a web-link to the 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 24 (Current financial year)	FY 23 (Previous financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Particulars	FY24 (Current financial year)		FY 23 (Previous financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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.

Reply: Not applicable, as there were no such cases of corruption and conflict of interest.

8. Number of days of accounts payables ((Accounts payable *365) / Revenue from Operation services procured) in the following format:

	FY24 (Current financial year)	FY23 (Previous financial Year)
Number of days of accounts payables	53	66

9. Open-ness of business

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

Parameter	Metrics	FY24 (Current financial year)	FY23 (Previous financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not applicable as the Company does not purchase raw material from traders, We directly procure from manufacturer, qualified by our customers.	
	b. Number of trading houses where purchases are made from	Not applicable as the Company does not purchase raw material from traders, We directly procure from manufacturer, qualified by our customers.	
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	Not applicable as the Company does not purchase raw material from traders, We directly procure from manufacturer, qualified by our customers.	
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	Not applicable as the Company does not provide its products through dealers/distributor.	
	b. Number of dealers/ distributors to whom sales are made	Not applicable as the Company does not provide its products through dealers/distributor.	
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/distributors	Not applicable as the Company does not provide its products through dealers/ distributor.	
Share of RPTS in	a. Purchases (purchases with related parties/Total purchases)	0.0013%	1.65%
	b. Sales (Sales to related parties/ Total Sales)	0.51%	0.32%
	c. Loans and advances*(Loans and advances given to related parties/Total loans and advances)	0	0
	d. Investments* (Investments in related parties/Total investments made)	0	0

*Does not include loans & advances given to and investments made in subsidiary company(ies).

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	% of value chain partners covered under the awareness programmes
NOT APPLICABLE		

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

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.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	Currently the company is in process to track the R&D expenses done in order to improve the environmental and social impacts of the products and process
Capex	0	0	Currently the company is in process to track the Capex expenses done in order to improve the environmental and social impacts of the products and process

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

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

REPLY:

- No, the Company does not have a procedure yet for sustainable sourcing where all the new and existing supply chain partners are evaluated on ESG parameters. But, it should be noted that our 95% of raw material is steel and that is sourced from well-known best steel companies in India who adhere to all the ESG requirements to make them sustainable material.
 - We are in the process of developing a system to certify the sustainability quotient of our major raw materials. It should be noted that our 95% of raw material is steel and that is sourced from well-known best steel companies in India and abroad who adhere to all the ESG requirements to make them sustainable material
3. Describe the processes in place to reclaim products for reusing, recycling, and disposing at the end of life for
- Plastics (Including Packaging)
 - E-Waste
 - Hazardous waste
 - other waste

The company manufacture Turbine Blades and Aerospace, Defence related components for its customers. All waste is processed through authorised Re-Processor as per approved vendors by Pollution Control Board.

4. Extended Producer Responsibility (EPR)

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, steps taken to address the same.

The Extended Producer Responsibility is not applicable since the Company does not qualify to be a Producer under the Plastic Waste Management Rules, 2016.

Leadership Indicators

1. Life Cycle Assessment

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

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation. Our major waste Steel and perlite is reclaimed and recycled.

NIC Code	Name of Product / Service	% of total turnover contributed	The boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency	Results communicated in public domain (Yes/ No) If yes, provide the web-link
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2. If there are any significant social or environmental concerns and/or risks arising from the 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.

Not Applicable

Name of the product /Service	Description of the risk/concern	Action Taken
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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).

Not Applicable, as our raw material is stainless Steel of high grade.

Indicate Input Material	Recycled or re-used input material to total material	
	FY24 urrent financial Year	FY23 Previous Financial Year

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: Not applicable

Category	FY24 Current Financial Year			FY23 Previous Financial Year		
	Re-used	Re-Cycles	Safely Disposed	Re-used	Re-Cycles	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

1.

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	1170	494	42%	494	42%	-	-	NA		NA	
Female	32	3	9%	3	9%	32	100%	NA		NA	
Total	1202	497	41%	497	41%						
Other than permanent employees											
Male											
Female											
Total											

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

b. Details of measures for the well-being of Workers

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

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

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

	FY ____	FY ____
	Current Financial Year	Previous Financial Year

Cost incurred on well-being measures as a % of total revenue of the company

2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY24 Current Financial Year			FY23 Previous Financial Year		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	17%	67%	Y	9%	76%	Y
Gratuity	0	13		6	13	
ESI	4%	46%	Y	3%	55%	Y
Others – 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.

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.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	NA			
Female	NA			
Total	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 – Online app
Other than Permanent Workers	NO
Permanent Employees	YES – Online app
Other than permanent Employees	NO

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

Category	FY24 Current financial Year			FY23 Previous Financial Year		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
Total Permanent Employees						
Male	NA					
Female	NA					
Total Permanent Workers						
Male	NA					
Female	NA					

Category	FY24 Current financial Year				FY23 Previous Financial Year					
	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										
Female										
Total										
Workers										
Male										
Female										
Total										

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

9. Details of performance and career development reviews of employees and workers:

Category	FY24 Current financial Year			FY23 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Employees						
Male						
Female						
Total						
Workers						
Male						
Female						
Total						

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 such system?

YES

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

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

Y

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

YES

11. Details of safety related incidents

Safety Incident / Number	Category	FY 24 Current financial Year	FY 23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

13. Number of complaints made by employees and workers

	FY24 Current Financial Year			FY23 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	0	0		0	0	0
Health & Safety	0	0		0	0	0

14. Assessments for the year

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	60%
Working Conditions	60%

15. 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. Not Applicable

Leadership Indicators

- 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).
NA
- Provide measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
Yes
- 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 Number 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	
	FY24 (Current Financial Year)	FY23 (Previous Financial Year)	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Employees	NA			
Workers	NA			

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)

5. Details of Assessment of value chain partners

Particulars	% of value chain partners (by the value of business done with such partners) that were assessed
Health & and safety practices	Not Applicable
Working conditions	

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.

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

Essential Indicators:

1. Describe the process for identification of key stakeholder groups of the entity.
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
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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.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

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 entity, in the following format:

Category	FY24 Current financial Year			FY23 Previous Financial Year		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)

Employees

Permanent

Other than Permanent

Total Employees

Workers

Permanent

Other than permanent

Total Workers

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

Category	FY24 Current financial Year				FY23 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	355			355	100%					
Male	329			329	100%					
Female	26			26	100%					
Other than Permanent	0			0						
Male	0			0						
Female	0			0						
Workers										
Permanent	857			857	100%					
Male	850			850	100%					
Female	7			7	100%					
Other than Permanent	248			248	100%					
Male	223			223	100%					
Female	25			25	100%					

3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors				
Key Managerial Personal				
Employees other than BoD and KMP	329	67119	26	34379
Workers	850	19393	7	15978

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

	FY24 Current financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	2%	2%

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)
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY24 Current Financial Year			FY23 Previous Financial Year		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human right related issues	0	0		0	0	

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
10. Assessments of the year

Category	% of plants and offices that were assessed (by the entity or by the statutory authorities or third parties)
Child Labour	0
Forced/Involuntary Labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

11. Provide the details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
2. Details of the scope and coverage of any Human rights due-diligence conducted.
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?

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced labour/Involuntary Labour wages	0
Others – please specify	0

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

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

Parameter	FY24 (Current financial Year)	FY23 (Previous financial Year)
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable resources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	0	
Total fuel consumption (E)	0	
Energy consumption through other sources (F)	0	
Total energy consumed from non-renewable resources (D+E+F)		
Total energy consumed. (A+B+C+D+E+F)		
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

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, the remedial action taken, if any.

NO

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

Parameter	FY24 Current Financial Year	FY23 (Previous financial Year)
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	2,862	NA
(iii) Third party water		
(iv) Seawater / desalinated water	0	
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,862	
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		
Note - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency		

N

4. Provide the following details related to water discharge – *Total volume of water withdrawal and water consumption has been assumed the same.

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
6. Please provide the details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Please specify unit	FY2024 (Current financial Year)	FY2023 (Previous financial Year)
NOx	µg/m ³	15.6 Test Method: IS 5182: P 23: 2006, RA 2017	23 Test Method: IS 5182: Part 2: 2001
Sox	µg/m ³	12.4 Test Method: IS 5182: P 2: 2001, RA 2017	30 Test Method: IS 5182: Part 6: 2006
Particulate Mater	µg/m ³	32 Test Method: IS 5182 P-24: 2019	35 Test Method: 5182 part 23 -1999
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify			

Instruction /Guidance

Entities should disclose any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies, assumptions and/or calculation tools used.

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 **Environment test monitoring by CLEAN ENVIRO LABS & GLOBAL ENVIRO LABS**

7. Please provide the details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY 2024 (Current financial Year)	FY 2023 (Previous financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent		
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent		
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Plant Carbon Foot Print		10371.24 Ton CO ₂ per year
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)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Combined Emission Factor for End-User Consumption (grid emission factor including AT&C losses)		1.25 kg CO ₂ / kWh

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 **Name of the External Agency: Edge Technologies**

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide the details.
9. Provide details related to waste management by entity , in the following format

Parameter	FY24 (Current financial Year)	FY 23 (Previous financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)	0	
Battery waste (E)	0	
Radioactive waste (F)	0	
Other Hazardous waste (G). Please specify if any		
Other Non-hazardous waste generated (H)		
(Break-up by composition i.e by materials relevant to the sector		
Total (A+B+C+D+E+F+Gg+H)		
Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output		
Waste intensity (optional) –the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i.Re-cycled		
ii.Re-used		
iii.Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
i.Incineration		
ii.Landfilling		
iii.Other disposal operations		
Total		

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

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

11. If the entity has operations/offices if any 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,

NOT APPLICABLE

S. No.	Location of operations/offices	Type of operations	Whether the conditions of clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
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12. Details of environmental impact assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

The Company has not undertaken any EIA project during the year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
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13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Based on the nature of Business, the Company is compliant with all applicable laws/regulations/guidelines.

SL No	Specify the Law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
		0	0	

Leadership Indicators:

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format

Parameter	FY24 (Current financial Year)	FY23 (Previous financial Year)
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Water discharge by destination and level of treatment (in kilolitres)

(i) To Surface water

- No treatment
- With treatment – please specify level of treatment

(ii) To Groundwater

- No treatment
- With treatment – please specify level of treatment

Parameter	FY24 (Current financial Year)	FY23 (Previous financial Year)
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		

Total water discharged (in kilolitres)

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

2. Please provide the details of total Scope 3 emissions & its intensity, in the following format

Parameter	Unit	FY24 (Current financial Year)	FY23 (Previous financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, details of the same as well as outcome of such initiatives.

SI No.	Initiative undertaken	Details of the initiative (Web-link, if any, along-with summary)	Outcome of the initiative

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
6. 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.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

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.
- 2 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

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1	FTCCI	TELANGANA & ANDHRA PRADESH
2	EEPC	INDIA

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

Name of authority	Brief of the case	Corrective actions taken

Leadership Indicators

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

SL No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (annually/half yearly /Quarterly / Others - Please specify	Weblink, if available

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. NA

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink

2. Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity, in the following format - NA

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY(In INR)

3. Describe the mechanisms to receive and redress grievances of the community
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

Particulars	FY24	FY23
	(Current Financial Year)	(Previous Financial Year)
Directly sourced from MSMEs/small producers	5%	3
Directly from within India	37	23

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 24	FY 23
	(Current Financial Year)	(Previous Financial Year)
Rural	20%	20%
Semi-Urban	18%	19%
Urban	40%	38%
Metropolitan	22%	23%

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

Leaders Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of essential indicators above) NA

Details of negative social impact identified	Corrective action taken

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

SL No.	State	Aspirational District	Amount Spent (In ₹)
1	Maharashtra	Mumbai	50,00,000

3.
 - a. Do you have any preferential procurement policy where you give preference to purchase from suppliers comprises marginalized /vulnerable groups (Yes/No) YES
 - b. From which marginalized /vulnerable groups do you procure? We procure from MSME vendors
 - c. What percentage of total procurement (by value) does it constitute? 5%
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the entity (in the current financial year) based on traditional knowledge. (Not Applicable)

SI No.	Intellectual property based on traditional knowledge	Owned /acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share

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)

Name of the authority	Brief of the case	Corrective action taken

6. Details of the beneficiaries of CSR projects

SI NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Improving Medical & Educational Activities.	500	100%

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

Essential Indicators

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

The Company receives customers' queries and complaints through various channels, including voice calls, emails, mobile, and chat. The First Call Resolution (FCR) is provided wherever possible and in case the complaint is not FCR, the request has been raised and tagged internally to ensure close tracking of complaints and queries. If the client is not satisfied with the resolution provided, then the complaint is thereafter discussed with the concerned internal stakeholders for effective closure to the satisfaction of the consumer. The average span of closure is within 48 hours.

2. Turnover of products and /services as a percentage of turnover from all products/service that carry information about : Not Applicable

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

3. Number of consumer complaints in respect of the following

Particulars	FY24 (Current financial year)		Remarks	FY 23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0			0		
Advertising	0			0		
Cyber-security	0			0		
Delivery of essential services	0			0		
Restrictive Trade Practices	0			0		
Unfair Trade Practices	0			0		
Other	NA			NA		

4. Details of instances of product recalls on account of safety issues: Not Applicable

Particulars	Number	Reasons for recall
Voluntary recalls	0	
Forced recalls	0	

5. Does the entity have Framework/ policy on cyber security and risks related to data privacy? **(Yes/No)** If available, web-link of the policy. Yes, <https://www.azad.in/policies/>

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. : Not Applicable

7. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches :0
 - b. Percentage of data breaches involving personally identifiable information of customers:0
 - c. Impact, if any, of the data breaches: Not Applicable.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (web link, if available).
<https://www.azad.in/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Not Applicable, We directly Supply to OEMs
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Not Applicable, We directly Supply to OEMs
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, details in brief. Did the entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Not Applicable, We directly Supply to OEMs