

RPL/CORP/SE  
September 07, 2025

The Listing Department,  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400001  
Scrip Code: 517500

The Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza,  
Bandra Kurla Complex,  
Bandra (E), Mumbai – 400051  
Symbol: ROTO

Dear Sir / Madam,

Sub: **Business Responsibility & Sustainability Report for the financial year 2024-25**

Pursuant to the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2024-25.

This is for your kind information and records please.

Thanking You,

Yours faithfully,  
For **ROTO PUMPS LTD.**

**ASHWANI K. VERMA**  
**COMPANY SECRETARY**  
**M. No. F9296**

Encl.: A/a

**ROTO PUMPS LTD.**

**Regd. Off. & Global Headquarters:** 13, Roto House, Noida Special Economic Zone, Noida-201305, Uttar Pradesh, India  
**T:** +91 120 2567902-5 **F:** +91 120 2567911 ✉: [contact@rotopumps.com](mailto:contact@rotopumps.com)  
**CIN - L28991UP1975PLC004152** 🌐: [www.rotopumps.com](http://www.rotopumps.com)



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURE

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L28991UP1975PLC004152
2.	Name of the Listed Entity	Roto Pumps Limited
3.	Year of incorporation	1975
4.	Registered office address	Roto House, Noida Special Economic Zone, Noida, Uttar Pradesh - 201305
5.	Corporate address	Roto House, Noida Special Economic Zone, Noida, Uttar Pradesh - 201305
6.	E-mail	corp@rotopumps.com
7.	Telephone	+91 12025 67902
8.	Website	www.rotopumps.com
9.	Financial year for which reporting is being done	2024 - 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11.	Paid-up Capital	Rs. 6,28,15,220
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Ashwani Kumar Verma - Company Secretary & Compliance Officer + 91 1202567902 corp@rotopumps.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of the Assessment or Assurance Provider.	Not applicable
15.	Type of Assessment or Assurance obtained.	Not applicable

#### II. Products and 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	Manufacturing and sales of pumps & spare parts	99.09%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturer of fluid power equipment	28120	99.09%

#### 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	5	4	9
International	0	2	2

##### 19. Markets served by the entity:

###### a. Number of locations:

Locations	Number
National (No. of States)	36
International (No. of Countries)	55

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

60.42%

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

The Company is widely recognized for delivering efficient and reliable pumping solutions, catering to a diverse range of customers across multiple sectors, including Biogas, Wastewater, Sugar, Paper, Paint, Oil & Gas, Chemicals & Process, Ceramics, Food & Beverages, Renewable Energy & Power, Mining & Explosives, Marine & Defense, among others.

#### IV. Employees

##### 20. Details at the end of the financial year

a. Employees and workers (including differently abled):

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	209	204	97.61%	5	2.39%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	209	204	97.61%	5	2.39%
Workers						
1	Permanent (D)	55	55	100.00%	0	0.00%
2	Other than Permanent (E)	284	284	100.00%	0	0.00%
3	Total Emp. (D + E)	339	339	100.00%	0	0.00%

b. Differently abled Employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	0	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	0	0	0.00%	0	0.00%

##### 21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25.00%
Key Management Personnel	5	0	0.00%

##### 22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY (Turnover rate in current FY)			FY (Turnover rate in previous FY)			FY (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.41	0.00	17.07	15.65	1.64	15.70	15.34	0.57	15.91
Permanent Workers	1.94	0.00	1.94	0.00	0.00	0.00	5.40	0.00	5.40

#### 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	Roto Pumps GmbH	Subsidiary	100.00	No
2	Roto Pumps Americas Inc.	Subsidiary	100.00	No
3	Roto Pumps North Americas Inc.	Subsidiary	100.00	No
4	Roto Overseas Pte Ltd	Subsidiary	100.00	No
5	Roto Pumps (Africa) Pty Ltd	Subsidiary	74.99	No
6	Roto Pumps (Malaysia) Sdn. Bhd	Subsidiary	100.00	No
7	Roto Energy Systems Limited	Subsidiary	100.00	No
8	Roto Pumps Mena FZE	Subsidiary	100.00	No

#### VI. CSR Details

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

Yes

##### 24 ii. Turnover (In Crore Rupees)

240.37 Crore Rupees

**24 iii. Net worth (In Crore Rupees)**

220.52 Crore Rupees

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 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	No	0	0	NA	0	0	NA
Investors (other than shareholders)	No	0	0	NA	0	0	NA
Shareholders	Yes <a href="https://rotopumps.com/online-dispute-resolution-portal/">https://rotopumps.com/online-dispute-resolution-portal/</a>	18	0	NA	5	0	NA
Employees and workers	Yes Grievance redressal mechanism is available	0	0	NA	0	0	NA
Customers	Yes Grievance redressal mechanism through email is available	60	44	NA	49	21	NA
Value Chain Partners	No	0	0	NA	0	0	NA
Other (please specify)	No	0	0	NA	0	0	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, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product and application innovation	O	Development of new products focusing on high energy efficiency and use of recyclable materials addresses environmental concerns. New applications help customers reduce energy consumption and minimize waste.	NA	Positive Implications
2	Energy optimisation	O	Energy conservation is a key focus for the Company. Solar power is used for captive consumption, and all plants operate as zero discharge with energy-efficient machines and equipment.	NA	Positive Implications
3	Health and Safety	R	Occupational health and safety deals with the provision of a safe and healthy working environment for all employees and workers, including contract workers. Lack of sound health and safety practices shall increase the risk of lost time injuries for our business.	The Company ensures a safe working environment through robust internal safety controls, regular employee sensitization, training programs, and adherence to established safety standards.	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	CSR & Local Communities	O	Supporting community development through CSR initiatives and other programs for making a positive difference among the less privileged communities and various initiatives towards its social obligations for the society.	NA	Positive Implications
5	Talent Attraction & Retention	R	Attracting and retaining top talent is critical for maintaining a skilled and productive workforce. Poor talent management could lead to higher turnover, skill gaps, and decreased operational efficiency.	The Company fosters a competitive environment through employee welfare and engagement initiatives, skill development programs, performance reviews for career growth, work-life balance, recognition, and rewards that promote leadership development.	Negative Implications
6	Supply Chain Management	O	Supply chain partners help in promoting sustainable development and progressing our business goals. We ensure supplier sustainability through strong due diligence, supplier Code of Conduct, and social and environmental compliance for a resilient and uninterrupted supply chain.	NA	Positive Implications
7	Customer Safety & Product Quality	O	Customer safety and product quality aren't just priorities; they are our core values. The risk associated with compromising these could lead to adverse social impacts and legal repercussions, weakening brand trust. On the other side, a relentless focus on safety and quality offers us the opportunity to differentiate ourselves, improve customer loyalty, and create long-term value for stakeholders.	NA	Positive Implications
8	Cyber Security & Digitalization	O	Digital transformation and robust cybersecurity systems provide an opportunity to improve operational efficiency, strengthen customer trust, and enable secure adoption of advanced technologies for business growth.	NA	Positive Implications
9	Corporate Governance	R	Corporate governance is a set of rules, systems, Practices, and processes that ensure transparency and accountability, the lack of which could impact the long-term success of our business and failure to safeguard the interests of stakeholders	The company is committed to adhering to ethical business standards, integrity, and values through robust corporate governance, risk management, compliance system, and grievance redressal mechanisms.	Negative Implications
10	Human Rights & Labour Conditions	R	Human rights are inherent and non-discriminatory, promoting fair employment and equal opportunities. Any lapse in human rights or labour practices across operations and the value chain can lead to significant social, reputational, and compliance risks.	The Company has strengthened its due diligence processes to enhance accountability and avoid human rights-related risks. Periodic training is conducted to promote fairness, equity, and social accountability across operations and the value chain.	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										
1a-	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
1b-	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1c-	Web Link of the Policies, if available	P1: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P2: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P3: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P4: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P5: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P6: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P7: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P8: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a> P9: <a href="https://rotopumps.com/investors/policies/">https://rotopumps.com/investors/policies/</a>								
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
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.	P2: Quality Management System ISO 9001: 2015 P3: Occupational Health and Safety Management System ISO 45001:2018 P6: Environmental Management System 14001: 2015								
5-	Specific commitments, goals and targets set by the entity with defined timelines, if any.	1.	Adopt a digital ESG data management system for more precise calculation and tracking of key sustainability indicators.							
		2.	Scale up solar energy installations to increase renewable energy usage.							
		3.	Continuously develop and produce cost-effective, energy-efficient products.							
		4.	Achieve zero reportable workplace accidents annually.							
6-	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1.	Solar Installation: Current solar capacity stands at 1,014 KWP, meeting approximately 31% of the Company's total power requirements.							
		2.	Workplace Safety: Achieved zero reportable accidents during FY 2024-25.							
		3.	Emissions: For FY 2024-25, the company successfully calculated emissions for both the Scope 1 and the Scope 2 categories.							
		4.	Water Saving: Continued implementation of Zero Liquid Discharge (ZLD) across plants contributed to significant water savings.							
		5.	ESG Data Management: Adopted the ESG tool Karbon (by Planet Sustech Pvt. Ltd.), which streamlined data collection and improved reporting accuracy.							
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)	The message from our Jt. Managing Director has been included at the beginning of this report.								
8-	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anurag Gupta, Jt. Managing Director								
9-	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board constituted an Environment, Social and Governance (ESG) Committee on May 30, 2024, to advise and monitor sustainability-related matters.								

10- Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Review undertaken by the Leadership team, including CMD and the Sustainability Committee								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Any other Committee - Compliance monitoring undertaken by the CS, department heads, and external auditors through the Cimpfyfive tool.								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Quarterly								

11- Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1 Yes	P2 Yes	P3 Yes	P4 No	P5 No	P6 Yes	P7 No	P8 No	P9 No
	<ul style="list-style-type: none"> <li>M/s TUV SUD South Asia Private Limited</li> <li>M/s RN Marwaha &amp; Co. LLP</li> </ul>								

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 trainings 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	2	Familiarisation programme Role and responsibilities of Board of directors	100.00%
Key Managerial Personnel	5	Code of Ethics, Sustainability, ESG, BRSR, Nine Principles of NGRBC, Prevention of Sexual Harassment (POSH) at the workplace	40.00%
Employees other than BoD and KMPs	1	Effective Transformation for Organizational Success	39.22%
Workers	17	1. Technical awareness trainings like M/c's basis programming 2. Safety Training 3. 5 S 4. Kaizen 5. Fire	60.18%

2- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by

directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

**Monetary**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			NA		
Compounding Fee					

**Non-Monetary**

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		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	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 has established an Anti-Corruption and Anti-Bribery Policy. The Company follows a zero-tolerance approach towards bribery and corruption and is committed to conducting business in a transparent and accountable manner, reiterating to stakeholders the need to adhere to the highest standards of ethics and integrity while discharging official duties. The implementation of the policy includes establishing internal systems to identify, prevent, report, investigate, and enforce disciplinary action against any instance of fraud, bribery, or corruption. The policy is available on the Company's website at:

<https://rotopumps.com/investors/policies/>

- 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 2024-2025 Current Financial Year	FY 2023-2024 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.**

	FY 2024-2025 Current Financial Year		FY 2023-2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Number of days of accounts payable	68	72

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

Parameter	Metrics	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Concentration of purchases	a. Purchases from trading houses as % of total purchases	38.60%	35.62%
	b. Number of trading houses where purchases are made from	276	296
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	19.28%	13.80%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	4.12%	4%
	b. Number of dealers / distributors to whom sales are made	33	33
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	92.84%	92%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.73%	1%
	b. Sales (Sales to related parties / Total Sales)	24.72%	24%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	97.24%	97%
	d. Investments (Investments in related parties / Total Investments made)	100.00%	100.00%

**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.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	2.51%	0.00%	The Company is focused on developing energy-efficient and environmentally friendly products to reduce resource consumption and social impact.
Capex	0.00%	4.99%	The Company has not specifically calculated the proportion of Capex.

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

Yes

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

The Company has not yet tracked the percentage of inputs sourced sustainably and is in the process of adopting a structured mechanism.

- 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.**

a. Plastics (including packaging)	• Almost the entire plastic waste generated by the Company is collected and reused in multiple activities to the extent possible. For example, the plastic is shredded and used in the packaging of products.
E-waste	The Company has tie-ups with authorized e-waste management agencies to ensure safe and environmentally responsible disposal at the end of their life cycle.
Hazardous waste	The Company works with certified hazardous waste management agencies to ensure safe handling, transport, and disposal of hazardous materials
Other waste	The Company reuses part of the waste and ensures that the remaining waste is sent to authorized recycling or disposal agencies in an environmentally responsible manner.

- 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.**

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	% 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	204	204	100.00%	204	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	5	5	100.00%	5	100.00%	5	100.00%	0	0.00%	0	0.00%
Total	209	209	100.00%	209	100.00%	5	2.39%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

**1 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	55	55	100.00%	55	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	55	55	100.00%	55	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	284	224	78.87%	284	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>284</b>	<b>224</b>	<b>78.87%</b>	<b>284</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.10%

**2- Details of retirement benefits, for Current FY and Previous FY.**

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.09%	98.23%	Yes	97.51%	99.6%	Yes
Gratuity	100.00%	16.22%	N.A.	100%	16.50%	N.A.
ESI	0.48%	67.26%	Yes	0.52%	68.50%	Yes
Others-Specify	0.00%	0.00%	N.A.	0.00%	0.00%	N.A.

**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.**

No. The Company currently does not have differently abled persons in its workforce. However, the Company supports inclusivity and equal opportunity for differently abled persons and is committed to taking necessary steps to ensure its premises remain accessible in line with statutory requirements.

**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.**

No. The Company does not currently have a formal Equal Opportunity Policy under the Rights of Persons with Disabilities Act, 2016. However, the Company is committed to promoting inclusivity and equal opportunity for all employees and workers.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	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.

	Yes/No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Grievances are addressed through multiple channels including the Executive Committee, Grievance Register maintained by HR, Suggestion Box, Internal Complaints Committee (ICC), and Safety Committee.
Other than Permanent Workers	Yes	Issues are resolved with support from HR Department and respective Function Heads. Mechanisms include the Grievance Register, Suggestion Box, and ICC, ensuring fair redressal.
Permanent Employees	Yes	Grievances are managed via the Executive Committee, HR-maintained Grievance Register, Suggestion Box, ICC, and Safety Committee to ensure timely resolution.
Other than Permanent Employees	Yes	Grievances are resolved with the support of the HR Department, as and when required.

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	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	209	0	0.00%	201	0	0.00%
Male	204	0	0.00%	198	0	0.00%
Female	5	0	0.00%	3	0	0.00%
Total Permanent Workers	55	0	0.00%	48	0	0.00%
Male	55	0	0.00%	48	0	0.00%
Female	0	0	0.00%	0	0	0.00%

8- Details of training given to employees and workers.

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 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	204	170	83.33%	80	39.22%	203	10	4.93%	10	4.93%
Female	5	4	80.00%	4	80.00%	3	3	100.00%	0	0.00%
Total	209	174	83.25%	84	40.19%	206	13	6.31%	10	4.85%
Workers										
Male	339	300	88.50%	60	17.70%	319	35	10.97%	25	7.84%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>339</b>	<b>300</b>	<b>88.50%</b>	<b>60</b>	<b>17.70%</b>	<b>319</b>	<b>35</b>	<b>10.97%</b>	<b>25</b>	<b>7.84%</b>

9- Details of performance and career development reviews of employees and worker:

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	204	156	76.47%	203	137	67.49%
Female	5	4	80.00%	3	3	100.00%
Total	209	160	76.56%	206	140	67.96%
<b>Workers</b>						
Male	339	55	16.22%	319	48	15.05%
Female	0	0	0%	0	0	0.00%
<b>Total</b>	<b>339</b>	<b>55</b>	<b>16.22%</b>	<b>319</b>	<b>48</b>	<b>15.05%</b>

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

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

Yes. All our manufacturing plants are ISO 45001:2018 certified (Occupational Health and Safety Management System Standard). The system covers all employees and workers, with continuous efforts to ensure a safe and healthy workplace. This is achieved through regular safety audits aimed at identifying and monitoring safety-related incidents, as well as fire drills and mock drills to assess system effectiveness. Employees and workers are regularly sensitised on precautionary measures through periodic safety training programs.

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

The Company has adopted a systematic Hazard Identification and Risk Assessment (HIRA) process to regularly identify and assess work-related hazards. Trained professionals conduct periodic safety audits across operating locations, and appropriate safety controls are implemented to ensure the safe execution of business operations. For non-routine activities, a well-defined work permit system is followed to identify potential hazards in advance. Employees and workers are encouraged to report near-miss cases through safety committees and other channels, which are reviewed by the safety team to take corrective and preventive actions, thereby ensuring a safe working environment.

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

Yes. The Company has established processes that allow workers to report work-related hazards

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

Yes. The Company facilitates access to non-occupational healthcare services through regular medical camps, vaccination drives, and health check-ups for workers. Employees are also provided with financial assistance through medical claims to support their healthcare needs

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

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0	0
<b>Total recordable work-related injuries</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0	0
<b>No. of fatalities</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0	0
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0	0

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

The Company has implemented a range of measures to ensure a safe and healthy workplace for all employees and workers. Key initiatives include:

1. Compliance with OH&S Management System as per ISO 45001:2018 certification.
2. Safety Committee meetings held on a periodic basis.
3. Internal safety audits conducted periodically by trained cross-plant safety officers.
4. External safety audits carried out by competent professionals on a periodic basis.
5. Hazard identification through monthly safety inspections by senior management.
6. Change control system implemented to address EHS-related issues before changes in process, facility, or machinery.
7. Continuous monitoring of plant safety performance.
8. Theme-based safety drives undertaken.
9. Safety competitions organized to enhance awareness.
10. Reward and recognition programs for safety practices.
11. Fire drills conducted at regular intervals.
12. Periodic safety training for employees and workers.
13. EHS change control system implemented.

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14- Assessments for the year.

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	45.45%
Working Conditions	45.45%

**Note:** Marketing offices and overseas offices are yet to be assessed.

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.

Not applicable, as no significant risks, concerns, or safety-related incidents were reported through assessments of health and safety practices and working conditions.

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

**ESSENTIAL INDICATORS**

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

The Company identifies its key stakeholder groups by evaluating their significance to business operations, growth plans, and long-term vision, as well as the impact of the Company's activities on them. The key stakeholders include shareholders, investors, customers, employees and workers, dealers and retailers, suppliers, government agencies, communities, and financial institutions. Various structured engagement mechanisms are in place to interact with these stakeholders on a regular basis. The needs and expectations of each group are identified through frequent engagement programs, and two-way communication is encouraged to facilitate effective exchange of concerns, align expectations, and build long-term cooperation for mutual 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
Shareholders/ Investors	No	Email, SMS, Newspaper, Website and Other - letters, phone calls, meetings	Ongoing	Various Intimations, engagements, approvals, grievances
Customers	No	Email, SMS, advertisement, Website and Other - phone calls, meetings	Ongoing	Business engagement, training and grievances
Suppliers	No	Email, SMS, Website and Other - phone calls, meetings	Ongoing	Business engagement, training and grievances
Dealers and retailers	No	Email, SMS, advertisement, Website and Other - phone calls, meetings	Ongoing	Business engagement, training and grievances
Employees and Workers	No	Email, SMS, Website, Community Meetings, notice board and Other - phone calls	Ongoing	Engagement, intimation, grievances
Financial Institutions	No	Email, Website and Other - letters, phone calls, meetings	Ongoing	Engagement, intimations, correspondence
Communities	Yes	Community meetings and camps	Ongoing	Engagement, intimation, grievances
Government Agencies	No	Email, website and any other - letters, returns, meetings, phone calls	Ongoing	Engagement, intimations, correspondence, returns

**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	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	209	24	11.48%	201	20	9.95%
Other than permanent	0	0	0.00%	5	0	0.00%
<b>Total employees</b>	<b>209</b>	<b>24</b>	<b>11.48%</b>	<b>206</b>	<b>20</b>	<b>9.71%</b>
<b>Workers</b>						
Permanent	55	0	0.00%	48	0	0.00%
Other than permanent	284	0	0.00%	271	0	0.00%
<b>Total workers</b>	<b>339</b>	<b>0</b>	<b>0.00%</b>	<b>319</b>	<b>0</b>	<b>0.00%</b>

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

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	%B/A	No.(C)	%(C/A)		No.(E)	%E/D	No.(F)	%(F/D)
Employees										
Permanent	209	0	0.00%	209	100.00%	201	0	0.00%	201	100.00%
Male	204	0	0.00%	204	100.00%	198	0	0.00%	198	100.00%
Female	5	0	0.00%	5	100.00%	3	0	0.00%	3	100.00%
Other than permanent	0	0	0.00%	0	0.00%	5	0	0.00%	5	100.00%
Male	0	0	0.00%	0	0.00%	5	0	0.00%	5	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	55	0	0.00%	55	100.00%	48	0	0.00%	48	100.00%
Male	55	0	0.00%	55	100.00%	48	0	0.00%	48	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than permanent	284	0	0.00%	284	100.00%	271	0	0.00%	271	100.00%
Male	284	0	0.00%	284	100.00%	271	0	0.00%	271	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	2,05,000	2	1,07,500
Key Managerial Personnel	5	1,31,25,300	0	0
Employees other than BoD and KMP	199	9,49,852	5	5,86,044
Workers	339	4,01,743	0	0

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Gross wages paid to females as % of total wages	0.67%	0.60%

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

The Human Resource Department Head, along with the functional heads of the departments/unit heads of the Company, is responsible for addressing human rights-related issues.

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

Employees and workers can raise concerns or grievances related to human rights through various internal mechanisms, including the Works Committee, Canteen Committee, Industrial Relations Committee, Grievance Register maintained by HR, Internal Complaints Committee, PF Committee, and Safety Committee. Additionally, employees may refer to the Whistle-blower Policy, POSH Policy, or Code of Ethics to report grievances or concerns regarding unethical behavior. All such complaints are investigated by the relevant authorities in a fair and confidential manner, ensuring appropriate redressal.

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 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.**

In line with the Whistle-blower Policy and the Prevention of Sexual Harassment (POSH) Policy, the Company ensures complete protection of the complainant's identity and maintains strict confidentiality in all related matters. The Code of Ethics explicitly prohibits any form of retaliation against individuals who raise legitimate concerns. Any attempt to harass, victimize, or discriminate against a complainant is dealt with seriously and attracts strict disciplinary action.

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

Yes

Human rights requirements are incorporated into our business agreements and contracts.

**10- Assessments for the year.**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	45%
Forced Labour/Involuntary Labour	45%
Sexual Harassment	45%
Discrimination at workplace	45%
Wages	45%
Others – please specify	-

**Note:** Marketing offices and overseas offices are yet to be assessed.

**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, as no significant risks/concerns were identified as a part of the assessments undertaken.

**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	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<b>From renewable sources</b>			
Total electricity consumption (A)	Gigajoule (GJ)	3960	1894
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	3960	1894
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Gigajoule (GJ)	8632	7685
Total fuel consumption (E)	Gigajoule (GJ)	4629	2141
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non renewable sources (D+E+F)	Gigajoule (GJ)	13261	9826
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	17221	11720
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Cr. Rs.	71.6	51.0
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Mn. USD	1480	-
Energy intensity in terms of physical output	Gigajoule (GJ)/FTE	31.4	
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	-	-

**Note:** Indicate 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

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

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	41239	47206
(iii) Third party water	2254	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	43493	47206
Total volume of water consumption (in kilo litres)	43493	47206
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore Rs.)	181	200
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	3739	-
Water intensity in terms of physical output	79.4	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

- 4- Provide the following details related to water discharged.

<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(ii) To Groundwater</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(iii) To Seawater</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(iv) Sent to third-parties</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(v) Others</b>	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: All major manufacturing units are compliant with Zero Liquid Discharge (ZLD), and water discharge from the corporate office is negligible.

Note: Indicate any independent assessment/ evaluation/ assurance has been carries 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

All our manufacturing plants and the corporate office are equipped with Zero Liquid Discharge (ZLD) facilities. Wastewater and effluents generated during operations are treated through Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP), and the treated water is reused for domestic purposes.

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

Parameter	Please specify unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
NOx	µg/m <sup>3</sup>	0	0
SOx	µg/m <sup>3</sup>	0	0
Particulate matter (PM)	µg/m <sup>3</sup>	557398	743250
Persistent organic pollutants (POP)	µg/m <sup>3</sup>	0	0
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	32573	29315
Hazardous air pollutants (HAP)	µg/m <sup>3</sup>	0	0
Others – please specify	µg/m <sup>3</sup>	0	0

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

No

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

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes OF CO <sub>2</sub> equivalent	330	0
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes OF CO <sub>2</sub> equivalent	1743	0
Total Scope 1 and Scope 2 emission intensity per rupee of turn-over (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes OF CO <sub>2</sub> equivalent / Cr. Rs.	8.6	0
Total Scope 1 and Scope 2 emission intensity per rupee of turn-over adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes OF CO <sub>2</sub> equivalent / Mn. USD	178	0
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes OF CO <sub>2</sub> equivalent /FTE	3.8	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

No

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

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0.01
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	1.1	0.01
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	12	3.5
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1	0.60
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>14.1</b>	<b>4.12</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	0.059	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.21	-
Waste intensity in terms of physical output	0.026	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1.1	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1.1</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	13	4.12
<b>Total</b>	<b>13</b>	<b>4.12</b>

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

No

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

The Company has adopted comprehensive waste management practices guided by the principles of the 3R's (Reduce, Reuse, Recycle). Hazardous wastes are disposed of only through agencies authorized by the State Pollution Control Board (SPCB), and all waste generation remains within the prescribed limits under SPCB/CPCB consents. Dedicated procedures, aligned with ISO standards and statutory obligations, are implemented to minimize hazardous waste generation. These are subject to internal audits twice a year and annual external audits by authorized agencies.

At all facilities, waste is segregated into hazardous and non-hazardous streams and stored in designated sheds for safe disposal as per SPCB norms. Organic waste from kitchens is further utilized to derive energy, supporting circular economy principles.

Through these measures, the Company demonstrates its commitment to responsible waste management and environmental sustainability

- 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.**

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.
This is not applicable to us as none of our plants are located in ecologically sensitive areas.	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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

- 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.**

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, we are complying with all the applicable laws.	Not Applicable		

**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.

5

1- 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.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	CII – Confederation of Indian Industry	National
2	EEPC – Engineering Export Promotion Council	National
3	EPC for EOUs and SEZ Units	National
4	India Pump Manufacturers Association	National
5	Indo-German Chamber of Commerce	International

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**PRINCIPLE-8 Businesses should promote inclusive growth and equitable development.**

**ESSENTIAL INDICATORS**

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

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

2- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable					

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

The Company has implemented a well-defined process to receive and redress grievances from the community. At the site level, the HR & Admin department receives concerns, whether in written or verbal form, and works diligently towards their resolution. Joint field visits are conducted to investigate and address issues, and all concerns are documented, recorded, and actively tracked to ensure timely closure. In addition, the Company proactively engages with the community as part of its development initiatives, conducting both formal and informal sessions throughout the year, along with program-specific meetings. A targeted approach ensures engagement with various groups including youth, women, and community leaders. Senior leadership also interacts regularly with the community to facilitate collaboration and mutual growth.

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	47.25%	33%
Directly from within India	73.16%	65%

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Rural	0.00%	0.00%
Semi-urban	0.00%	0.00%
Urban	56.18%	55.99%
Metropolitan	43.82%	44.01%

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

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

**ESSENTIAL INDICATORS**

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

The Company has established mechanisms to receive and respond to consumer complaints and feedback. A dedicated customer call centre and a user-friendly online portal allow customers to conveniently log product- and service-related complaints. Each complaint is addressed through appropriate escalation procedures within specified timeframes. Additionally, customers can reach the Company via email (contact@rotopumps.com) and WhatsApp (+91 9910172296) for service-related concerns and feedback. These facilities are available 24x7 to ensure prompt and effective resolution.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100.00 %
Safe and responsible usage	100.00 %
Recycling and/or safe disposal	100.00 %

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	60	44	Technical support complaints	49	21	Technical support complaints

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes. The Company has an internal guideline document outlining the framework for cybersecurity and data privacy risk management. The policy is not publicly available.

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

No corrective actions were required or undertaken during the year, as no major issues were observed

**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**

NA