

## Annexure J

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	<b>Corporate Identity Number (CIN)</b>	L31300MH1967PLC016531
2	<b>Name of the Listed Entity</b>	Finolex Cables Limited
3	<b>Year of incorporation</b>	1967
4	<b>Registered office address</b>	26-27 Mumbai-Pune Road, Pimpri, Pune - 411 018, Maharashtra, India
5	<b>Corporate address</b>	26-27 Mumbai-Pune Road, Pimpri, Pune - 411 018, Maharashtra, India
6	<b>E-mail</b>	<a href="mailto:sales@finolex.com">sales@finolex.com</a>
7	<b>Telephone</b>	+91 20 2747 5963
8	<b>Website</b>	<a href="http://www.finolex.com">www.finolex.com</a>
9	<b>Financial year for which reporting is being done</b>	April 2023 – March 2024
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	- Bombay Stock Exchange (BSE) - National Stock Exchange of India Limited (NSE) - Luxembourg Stock Exchange (LSE) The Company has delisted from the Luxembourg Stock Exchange (LSE) with effect from 16 <sup>th</sup> April, 2024, consequent to the discontinuance of the Global Depository Receipts (GDR) issued
11	<b>Paid-up Capital</b>	₹30,58,78,690/-
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Name – Pranab Kumar Mishra Designation – President (Accounts, Finance & Taxation) Email ID – <a href="mailto:pranabkumar_mishra@finolex.com">pranabkumar_mishra@finolex.com</a> Telephone – +91 20 2747 5963
13	<b>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)</b>	The disclosures under this report are presented on a standalone basis.
14	<b>Name of assurance provider</b>	Not Applicable
15	<b>Type of assurance obtained</b>	Not Applicable

### II. Products/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 of Cables	This includes Coaxial Cables, Fiber Optics Cable, Shielded Cables, Twisted Pair Cables	95%
2	Manufacturing of Electrical Equipment	Involves the products that are used to generate, distribute, and utilize electrical power. This includes the manufacturing of electrical lighting, signaling equipment, and electric household appliances	5%

**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	Electrical Cables	2732	84%
2	Communication Cables	2732	11%
3	Copper Rods	2432	1%
4	Fast-Moving Electrical Goods (FMEG) Products (Lighting Products, Fans, Water Heater, Iron, Smart Door Locks, Smart Switches, Switchgear, Accessories (3 Pin Multiplug, Extension Board, PVC Insulation Tape, etc., Conduits & Fittings and fixtures)	2740, 2750	4%

**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	22	27
International	Nil	Nil	Nil

**19. Markets served by the entity:**
**a. Number of locations**

Locations	Number
National (No. of States)	36*
International (No. of Countries)	14

\* (28 States & 8 Union Territories)

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

1%

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

The Company's products cater to a diverse array of customers across various industries. In the Construction sector, its wires and cables are integral to building infrastructure and residential projects. Industrial customers rely on its products for machinery and factory setups, ensuring operational efficiency and safety. The telecommunications industry utilizes the advanced cables for reliable data transmission and communication networks. Government projects benefit from the Company's durable and high-quality electrical solutions for public infrastructure and utilities. Additionally, residential customers trust the electrical equipment for household wiring and appliances, valuing the Company's commitment to quality and safety.

**IV. Employees**
**20. Details as at the end of Financial Year:**
**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	855	810	95%	45	5%
2.	Other than Permanent (E)	103	100	97%	3	3%
3.	<b>Total employees (D + E)</b>	<b>958</b>	<b>910</b>	<b>95%</b>	<b>48</b>	<b>5%</b>
<b>WORKERS</b>						
4.	Permanent (F)	721	710	98%	11	2%
5.	Other than Permanent (G)	1538	1534	100%	4	0%*
6.	<b>Total workers (F + G)</b>	<b>2259</b>	<b>2244</b>	<b>99%</b>	<b>15</b>	<b>1%</b>

\*Less than 0.50%

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel*	3	0	0%

\*Key Management Personnel (KMP) includes Chief Financial Officer, Company Secretary and Executive Director.

## 22. Turnover rate for permanent employees and workers

	FY 2023-24 Current FY			FY 2022-23 Previous FY			FY 2021-22 Year prior to the Previous FY		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	18%	22%	27%	23%	27%	27%	22%	26%
Permanent Workers	5%	9%	6%	6%	0%	6%	6%	0%	6%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	Finolex Industries Ltd (FIL)	Associate Company	32.39%	No
2	Finolex J-Power Systems Ltd (FJPSL)	Joint Venture	49%	No
3	Corning Finolex Optical Fibre Pvt. Ltd. (CFOFPL)*	Joint Venture	50%	No

\*Corning Finolex Optical Fibre Pvt Ltd has been liquidated w.e.f 06<sup>th</sup> June 2024.

## VI. CSR Details

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

(ii) Turnover (in ₹): 5,014.4 Cr

(iii) Net worth (in ₹) : 4,205.9 Cr

**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 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes. Local residents near the plant premises can raise their concerns by directly contacting the respective plant HR. Additionally, communities participating in the CSR engagement programs can report their concerns during such interactions	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Investors (other than shareholders)	Yes. Investors and Shareholders can raise their concerns by contacting the Secretarial Department via telephone at: +91 20 2750 6202 / +91 20 2750 6230. Additionally, they can send their grievances via email to <a href="mailto:investors@finolex.com">investors@finolex.com</a>	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Shareholders	Investors and Shareholders can raise their concerns by contacting the Secretarial Department via telephone at: +91 20 2750 6202 / +91 20 2750 6230. Additionally, they can send their grievances via email to <a href="mailto:investors@finolex.com">investors@finolex.com</a>	3	Nil	Complaints Resolved within the FY	8	Nil	Complaints Resolved within the FY
Employees and workers	Yes. The Company has a whistle-blower policy available on its website, enabling employees and workers to raise grievances confidentially and securely – <a href="https://www.finolex.com/UploadedDocs/Whistle%20Blower%20Policy.pdf">https://www.finolex.com/UploadedDocs/Whistle%20Blower%20Policy.pdf</a>	17	Nil	Complaints Resolved within the FY	21	Nil	Complaints Resolved within the FY
Customers	Yes. Customers can raise their grievances through social media applications, by calling on the toll-free number-18002090166, or by sending an email at <a href="mailto:service@finolex.com">service@finolex.com</a>	29	Nil	Complaints Resolved within the FY	41	Nil	Complaints Resolved within the FY
Value Chain Partners	Yes. The Company provides value chain partners with the option to raise grievances by calling on +91 20 2750 6200 or by sending an email to <a href="mailto:sales@finolex.com">sales@finolex.com</a>	9	Nil	Complaints Resolved within the FY	7	Nil	Complaints Resolved within the FY
Other (please specify)	-	-	-	-	-	-	-

The Company ensures that all stakeholder concerns are addressed appropriately and diligently. It strives to stay attuned to the needs of its stakeholders, maintaining open lines of communication and responding promptly to their feedback.

## 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	Climate Change	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Pose physical risks such as floods, fires, heavy rains, etc.</li> <li>- Disruptions in supply chain</li> <li>- Pose transitional risks like change in regulations, compulsory adoption of renewable energy sources, etc.</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Utilizes technology that combat climate change by promoting energy efficient machinery and products</li> </ul>	To mitigate climate change risks, the Company has implemented a robust disaster management plan, proper drainage systems are also in place to manage unexpected rainfall and temperature fluctuations. Additionally, it has innovative range of renewable energy products like Green Cables, whose fumes are not harmful to people in case of fire, and BLDC fans that consume less energy, etc. that supports its long-term sustainability goals, positioning it as a customer-focused provider of sustainable solutions aligned with environmental consciousness and green initiatives. Entire manufacturing facilities and offices are covered adequately through insurance Company	Negative & Positive
2	Human Capital	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Employee Turnover Rate</li> <li>- Retention Terms</li> <li>- Hiring Costs</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Consistent investment in the growth &amp; development of the Company's workforce that provides a competitive advantage</li> <li>- Replacement of left employee come with new ideas and experience from competitors or other industries which contribute to enhance operational efficiency</li> </ul>	To mitigate human capital-related risks, the Company prioritizes skill enhancement and knowledge development among its workforce. It conducts various training sessions that covers training on Soft Skills, New Employee Induction, ISO Training, Quality Tools for Problem Solving, Human Rights Considerations, Work Ethics, Environmental Awareness, Fire Drills and Safety Protocols, and Plastic Waste Management, etc. These initiatives not only incentivize employees but also cultivate a highly capable, efficient, and effective workforce, ensuring readiness to address diverse operational challenges and comply with regulatory standards	Negative & Positive



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)
3	Workforce Rights and Practices	Risk	<ul style="list-style-type: none"> <li>- Unethical practices and violation of laws resulting in fines/penalties/imprisonment</li> <li>- Reputation risk</li> </ul>	To mitigate risks related to workforce rights and practices the Company emphasizes equitable practices to enhance reputation, promote loyalty, and boost productivity. The Company employs a dedicated Compliance Tool to ensure adherence to all applicable regulations and human rights parameters. Additionally, regular awareness sessions and training on rights & duties are conducted to foster a culture of compliance and ethical conduct amongst the workforce. Training on various rights and practices are mentioned in Section C-Principle 3	Negative
4	Community Relations	Opportunity	<ul style="list-style-type: none"> <li>- Strengthen relations with communities that helps to improve perception among stakeholders, customers, employees, and investors.</li> <li>- Provide support for social causes that fosters customer loyalty and trust</li> <li>- Have strong community ties which helps to mitigate reputational and operational risks during challenges</li> <li>- Interact with local communities through CSR projects. This supports enduring Company's presence and sustainable practices</li> </ul>	The Company has undertaken various communities' relations under CSR Projects	Positive

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)
5	Stakeholder Engagement	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Loss of Reputation</li> <li>- Incurring or levying of penalties</li> <li>- Satisfaction of Internal &amp; External Stakeholders</li> <li>- Long-term adverse direct or indirect impact</li> <li>- Legal &amp; Financial Risks</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Established a set process to engage with stakeholders and take their inputs</li> <li>- Maintained strong stakeholder relationships through transparent nature of business</li> </ul>	To mitigate risks related to corporate governance, the Company has implemented a clear leadership structure with defined roles and responsibilities to ensure effective sustainability management. It continuously monitor and adhere to regulatory requirements to mitigate non-compliance risks, conducts periodic reviews to assess new standards and promptly address emerging risks. The Company's policies undergo regular revision and upgrading, with thorough board reviews to align with evolving sustainability goals and effectively mitigate associated risks	Negative & Positive
6	Business Ethics	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Any Unethical Behaviour</li> <li>- Lack of Integrity</li> <li>- Violations of Policies</li> <li>- Breaches of Contracts/Agreements</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Adopted good corporate governance that enhanced brand value and goodwill</li> <li>- Avoids violation of any laws/regulations</li> </ul>	To mitigate risks related to business ethics, the Company prioritizes upholding of strong ethical practices to sustain growth and satisfy stakeholders. Its anti-bribery policy extends to all stakeholders to combat fraud and corruption effectively. A comprehensive Code of Conduct guides the actions and decisions, ensuring strict adherence to the Company's core values and principles. The Company maintains rigorous policies, conducts regular trainings, audits, and assessments to ensure compliance with established agreements and norms. Additionally, it promotes ethical behavior through a whistleblower mechanism that allows for the confidential reporting of violations without fear of reprisal	Negative & Positive



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)
7	Data Privacy, and Cyber-security	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Breach of Data</li> <li>- System Hacking</li> <li>- Data Leak via USB drives/ Pen drives</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Implemented Data privacy and cyber security policy</li> <li>- Provides guidance for adoption of strong passwords</li> <li>- Use Licensed Software in the systems</li> <li>- IT personnel has complete access &amp; control on data</li> </ul>	<p>To mitigate the risk of data privacy and cyber-security, the Company implements several key measures. Regular reviews of data access permissions ensure that only authorized personnel have access to sensitive information. Strong, unique passwords are enforced in line with IT policy, and role-based access controls restricts data access based on job responsibilities. All sensitive data is encrypted both at rest and in transit to protect against unauthorized access</p>	Negative & Positive
8	Water, waste & hazardous material management	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Improper discharge of Water</li> <li>- Wasteful water consumption</li> <li>- Improper discharge of hazardous waste</li> <li>- Adverse actions for non-compliance in case of waste disposal</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Adopted practices that resulted in reduction of waste generation</li> <li>- Waste disposal through Government certified scrap dealers</li> </ul>	<p>To mitigate risks related to water and waste management, the Company has implemented several effective measures. Filtration mechanisms at specific plants allows it to reuse water, promoting sustainability and reducing the environmental impact. Sewage Treatment Plants are installed at the plant locations that helps to reuse wastewater. A detailed waste management policy is maintained by the Company</p>	Negative & Positive



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)
9	Sustainable supply chain	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Reputational Risk in case of violation of regulations (such as human rights, labour laws, environmental laws, etc.) by vendors</li> <li>- Gathering of data and corroborating whether sustainable business practices has been adopted by value chain partners</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Stand out among peers by effectively building trust with stakeholders</li> </ul>	To mitigate risks related to sustainable supply chain practices, the Company has implemented stringent norms requiring vendors to comply with environmental, health and safety, human rights, and governance parameters. Before onboarding vendors, it conducts thorough evaluations to ensure alignment with regulatory standards, including reviewing the vendor's ISO certifications and collecting copies for records, in addition to the basic checks. The Company also adheres to the sustainable supply chain policy available on its internal portal	Negative & Positive
10	Occupational Health & Safety	Risk & Opportunity	<p><b>Risk:</b></p> <ul style="list-style-type: none"> <li>- Workplace accidents and injuries can lead to employee absenteeism, reduced productivity, and increased healthcare costs</li> </ul> <p><b>Opportunity:</b></p> <ul style="list-style-type: none"> <li>- Implemented ISO Certification 45001: 2018 for Occupational Health and Safety (OHS) management</li> <li>- Established a system to report incidents promptly to ensure timely resolution and prevention of future occurrences</li> <li>- Provided regular health and safety trainings to employees to enhance awareness and ensure compliance with OHS standards</li> </ul>	To mitigate the risk of accidents and injuries and ensure Occupational Health and Safety (OHS), the Company has implemented several crucial measures. Medical kits and first aid kits are readily available at all sites to provide immediate response in case of emergencies. Additionally, a doctor is available to address any medical needs promptly. Comprehensive safety manuals are accessible at each plant, providing guidelines and protocols for maintaining a safe working environment. Regular training sessions on health and safety are conducted for all employees and workers to ensure they are well-versed in safety practices and emergency response procedures	Negative & Positive



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)
11	Energy Management	Opportunity	- Adoption of effective energy management practices like use of sensor lights, installation of LEDs, installation of renewable energy plants, etc. and looks forward to achieve a reduction in energy consumption	Company has Solar plant at Urse manufacturing site which take care 20% energy need of the plant	Positive
12	Diversity and Inclusion	Opportunity	- Unbiased hiring and growth opportunities - Compliance to internal Equal Opportunity Policy - Accessibility of office premises for differently abled workforce/visitors - CSR initiatives for marginalized & vulnerable groups	Company has ensured to maintained a workplace environment that is unbiased and accessible to differently-abled personnel	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. <b>Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The Company has maintained a comprehensive suite of policies including Anti-Bribery & Anti-Corruption, Waste Management, Information Technology, Health & Safety, Corporate Social Responsibility, Whistleblower, Anti-Sexual Harassment, Equal Opportunity, Environment, Social, and Governance (ESG) Policy, Sustainability Policy and others. These policies collectively cover the principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC).								
b. <b>Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Yes, the Company has ensured that all policies mandated by regulatory bodies such as SEBI – LODR (Listing Obligations and Disclosure Requirements) and the Companies Act, 2013 are maintained in addition to voluntary policies adopted by the Company for operational efficiency. All these policies are approved either by the Board or the relevant committees.								
c. <b>Web Link of the Policies, if available</b>	The Company's policies are readily accessible on its website through a designated web-link: <a href="https://www.finolex.com/View/Page/Investor-Policies">https://www.finolex.com/View/Page/Investor-Policies</a>								
2. <b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. <b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. <b>Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	The Company's policies and guidelines adhere to the 9 Principles of the National Guidelines on Responsible Business Conduct (NGRBC) and are accredited under national and international frameworks and standards. Below are the certifications obtained by the Company: <ul style="list-style-type: none"> <li>• ISO 27001 for Information Security Management System (ISMS),</li> <li>• ISO 9001:2015 for Quality Management System,</li> <li>• ISO 14001:2015 for Environmental Management Systems, and</li> <li>• ISO 45001:2018 for Occupational Health and Safety Management Systems</li> </ul>								
5. <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	The Company is committed to enhancing its sustainability efforts by installing more renewable power generation plants at its factories. This initiative aligns with the long-term goals of reducing the carbon footprint, increasing energy efficiency, and promoting the use of clean energy across the operations. The project is part of the Company's broader strategy to integrate sustainable practices into its business model, contributing to environmental preservation and supporting the global transition to renewable energy sources.								
6. <b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	The Company has made significant progress towards its goals, including installing renewable power generation plants in Goa and Roorkee that aligns with its aim to become carbon neutral. Challenges such as regulatory approvals and logistical complexities have impacted full target achievement. However, looking forward, the Company will remain committed to maximizing solar energy use and energy-efficient practices across operations to further reduce the carbon footprint and advance sustainability efforts.								



**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)**

As the Director responsible for the Business Responsibility Report, I am pleased to highlight the Company’s commitment to Environmental, Social, and Governance (ESG) principles, which are integral to its corporate strategy. It has faced several ESG-related challenges, including the need to reduce greenhouse gas emissions, manage waste effectively, and ensure continuous improvement in occupational health and safety. Addressing these challenges involves navigating complex regulatory requirements and integrating advanced technologies for sustainability while maintaining operational efficiency.

Its targets include achieving significant reductions in greenhouse gas emissions through energy-efficient practices and technological upgrades, striving towards zero waste to landfill by enhancing waste management practices and promoting recycling and reusability, and expanding the Company’s health, wellness programs, and stress management initiatives for employees and workers. In terms of governance, it aims to maintain compliance with international standards such as ISO 45001, ISO 14001, etc. and implement robust disaster management and business continuity plans.

The Company is proud of its achievements in these areas. Environmentally, It has successfully installed solar electricity generation unit at Urse having 5 MW capacity which address 20% energy requirement of plant, also has advanced technologies, including Variable Frequency Drives (VFDs) and energy-efficient lighting systems, resulting in substantial power savings and a reduction of 347 tons of CO2 emissions. Its overhauling of machinery and implementation of high-speed production lines have significantly improved energy efficiency and product quality. Socially, It has developed a comprehensive Occupational Health and Safety (OHS) management system, which covers all employees and workers, enhancing safety measures and health programs. The Company has also established a medical room and appointed a part-time medical officer to ensure regular health check-ups and prompt medical attention.

On the governance front, the Company has enhanced its business continuity and disaster recovery plans, timely compliance of regulatory requirements, and complied with stringent data security standards. Regular audits and training programs further ensure high standards of environmental and safety practices.

The Company remains committed to advancing its ESG goals and continuously improving its practices to meet stakeholder expectations and contribute positively to society and the environment.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	The Board of Directors are the highest authority responsible for overseeing sustainability issues and implementing Business Responsibility policies
<b>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.</b>	Yes, the Board of the Company, along with the CSR Committee and the Risk Management Committee, is responsible for decision-making on sustainability-related issues.

10. Details of Review of NGRBCs by the Company:																											
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Performance against above policies and follow up action	The Board of Directors and their respective managing committees approve all statutory policies. These policies undergo periodic evaluations based on specified frequencies or as needed. Additionally, annual reviews are conducted during board meetings to assess policy performance and provide guidance for potential modifications or improvements.																										
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has established procedures to ensure compliance with all pertinent regulations. The Board reviews this compliance on a quarterly basis.																										
<b>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.</b>										<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>									
No.																											
The Company has not carried out an independent assessment or evaluation of its policies by an external agency. However, it has implemented an internal audit mechanism for its core policies. The quality, safety, health, and environmental policies undergo internal audits conducted by various Heads of Departments (HODs), the Board, and other committees. The internal audit mechanisms are utilized to regularly evaluate the efficacy of other policies, with active efforts dedicated to enhancing management systems and performance criteria to align with the Company's sustainability framework.																											
<b>12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:</b>																											
<b>Questions</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>																		
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)										All NGRBC's principles are covered by the policies																	
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)																											
It is planned to be done in the next financial year (Yes/No)																											
Any other reason (please specify)																											



**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	The Company organized a familiarization program for its Board of Directors (BODs) and	100%
Key Managerial Personnel	4	Key Managerial Personnels (KMPs). This program covered initiatives related to- <ul style="list-style-type: none"> <li>- Leadership Development</li> <li>- Risk Management,</li> <li>- Cyber-security,</li> <li>- Work ethics through Code of Conduct,</li> <li>- Compliances &amp; Regulatory Updates,</li> <li>- Governance Practices,</li> <li>- Human Rights including Prevention of sexual harassment (POSH),</li> <li>- ICSI Seminars, etc.,</li> </ul>	100%
Employees other than BoD and KMPs	32	Employees underwent training programs covering the topics such as- <ul style="list-style-type: none"> <li>- Finolex Leadership Intervention (6 Sessions)</li> <li>- Financial overview for non-Financial staff</li> <li>- Plastic and other Waste Management</li> <li>- Team Building</li> <li>- Stress Management</li> <li>- ISO Trainings</li> <li>- Problem Solving Quality Tools</li> <li>- Soft Skills</li> <li>- Induction/Orientation Programmes for new joiners</li> <li>- Human Rights Aspects</li> <li>- Other Awareness Programmes that includes work ethics, HR Policies, Practices and codes, IT Security, etc.</li> </ul>	52%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	64	Training & Awareness Programmes conducted for workers on topics covering- <ul style="list-style-type: none"> <li>- Overall work ethics,</li> <li>- Health &amp; Safety,</li> <li>- Quality Systems,</li> <li>- HR Policies &amp; Practices,</li> <li>- Human Rights Aspects including POSH,</li> <li>- Important of PPE (Personal Protective Equipment) Kit and other safety kits,</li> <li>- Readiness to tackle accidents,</li> <li>- Preventive reporting of dangerous occurrences,</li> <li>- ISO Systems,</li> <li>- Process Improvements,</li> <li>- On-Job Training (OJT),</li> <li>- Skill upgradation, etc.</li> </ul>	65%

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):**

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No major fines, penalties, etc. were imposed on the entity or its management during the FY				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	No imprisonment or punishment was imposed on the entity or its management during the FY				
Punishment					

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

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

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

The Company has instituted a comprehensive Anti-Corruption & Anti-Bribery Policy designed to uphold high standards of ethical behaviour across its operations. This policy mandates adherence to honest and ethical business practices, with a firm stance against bribery and corruption in any form. This commitment extends universally to all employees,

contractors, consultants, and associated parties, emphasizing the prohibition of both direct and indirect bribery attempts, including those facilitated through third parties. The policy outlines clear procedures for reporting any suspected instances of bribery to designated Ethics Counsellors, who oversee regular risk assessments to identify and mitigate corruption risks effectively.

Moreover, the policy undergoes periodic reviews and updates to ensure its continued relevance and effectiveness in aligning with evolving legal and ethical standards. It is disseminated and made accessible to all personnel through the Company's website under the "Policies" section, ensuring widespread awareness and understanding among stakeholders. This proactive approach underscores the Company's commitment to maintaining integrity, compliance with anti-corruption laws, and fostering a culture of ethical conduct throughout its business practices.

The Anti-Corruption & Anti-Bribery Policy is accessible on the Company's website - <https://www.finolex.com/UploadedDocs/Anti%20Corruption%20and%20Anti%20Bribery%20Policy.pdf>

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

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

During the FY 23-24, no disciplinary action has been taken by any law enforcement agency or the charges of bribery/ corruption against any Directors/KMPs/employees/workers

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

	<b>FY 2023-24 (Current Financial Year)</b>		<b>FY 2022-23 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

During the FY 23-24, no complaints have been received in regards to any instances of conflict of interest for Directors or KMPs

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

During the FY 23-24, there have been no cases of corruption or conflicts of interest and no major fines/penalties have been levied by any regulatory/law enforcement agencies or judicial institutions, so no corrective actions were required

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

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Number of days of accounts payables	23 Days	21 Days



**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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2%	2%
	b. Number of trading houses where purchases are made from	37	42
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	47%	50%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	86%	87%
	b. Number of dealers / distributors to whom sales are made	3529	3651
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12%	9%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	0%*	0%*
	c. Loans & advances (Loans & advances given to related parties / Total Loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total investments made)	7%	11%

\* Less than 0.50%

**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.**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.45%	0.40%	<b>Energy Conservation:</b> <ul style="list-style-type: none"> <li>- Installed RTPFC (Real Time Power Factor Control) and APFC (Automatic Power Factor Control) controllers to reduce power losses and consumption.</li> <li>- Implemented VFD (Variable Frequency Drives) drives on wire drawing machines for energy savings.</li> <li>- Replaced worn-out screw/barrels on extrusion lines to reduce scrap.</li> <li>- Installed LDR (Light Dependent Resistors) sensors for automatic control of shed lighting.</li> <li>- Upgraded plant lighting from 400W mercury vapor lamps to 150W LED lamps.</li> </ul>

FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
		<ul style="list-style-type: none"> <li>- Replaced DC motors with energy-efficient AC motors and VFD drives on extrusion lines and capstans.</li> <li>- Replaced old cooling towers with new ones and installed VFDs on pump motors.</li> <li>- Redesigned cooling tower output pipeline and installed energy-efficient pumps.</li> <li>- Upgraded to a centralized PVC ((Polyvinyl Chloride) conveying system with modern PLC (Programmable Logic Controller).</li> </ul> <p><b>Reduced Resource Consumption:</b></p> <ul style="list-style-type: none"> <li>- Phase-wise replacement of old MS pneumatic pipelines with PPR/Al pipes.</li> <li>- Combined two chiller tanks to minimize energy consumption.</li> <li>- Regular monitoring and rectification of air leakage to reduce air consumption.</li> </ul> <p><b>Enhanced Equipment Efficiency:</b></p> <ul style="list-style-type: none"> <li>- Conducted energy audit and improved preventive maintenance.</li> <li>- Replaced coiling line payoffs with conical payoffs for power saving.</li> <li>- Planned installation of SCADA (Supervisory Control and Data Acquisition) systems for real-time power monitoring and control.</li> <li>- Replacing single-phase AC fans with BLDC (Brushless Direct Current) fans in office and canteen.</li> </ul>

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

Yes. The Company has implemented comprehensive procedures for sustainable sourcing across its operations. The Company's Sustainable Sourcing Policy reflects its commitment to conducting business ethically and sustainably throughout its supply chain. It prioritizes adherence to legal requirements, ethical governance standards, and sustainability principles aimed at enhancing the welfare, health, and safety of workers involved in its supply chain activities.

Central to the Company's approach is the Supplier Code of Conduct, which mandates compliance with internationally recognized standards covering Labour and Human Rights, Occupational Health and Safety, Environmental Sustainability, Business Integrity, and Governance. This framework ensures that all business partners, including suppliers and service providers, align their practices with these core principles.

The Company engages proactively with its business partners to enhance their procurement processes in line with global best practices for responsible sourcing. This collaborative effort is ongoing, focusing on continuous improvement and compliance across all levels of the supply chain. The Company also implements a preferential procurement mechanism to support Micro, Small, and Medium Enterprises (MSMEs) and marginalized groups, promoting economic empowerment and sustainable development within these communities.

To mitigate risks associated with ethical business practices and sustainability, the Company conducts rigorous risk assessments and due diligence on its business partners. Regular evaluations and audits ensure that these partners uphold the Supplier Code of Conduct and meet sustainability standards.

Through these initiatives, FCL aims to build a resilient and sustainable supply chain that not only meets high ethical standards but also contributes positively to economic, environmental, and social outcomes.

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

Approximately 81% of the Company's essential raw materials purchased during the FY are supplied by industry-leading companies with established sustainability targets. This strategic sourcing approach ensures that the Company's supply chain adheres to its ESG objectives and priorities, fostering sustainable practices across its value chain through close collaboration with suppliers.

**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.**

The Company prioritizes sustainable waste management and environmental protection by adopting best industry practices. The Company is committed to environmentally friendly operations and efficient resource utilization. It actively works to minimize its environmental footprint and ensures the health of local communities and ecosystems through the following practices:

**a. Plastics (including packaging) –**

Responsible disposal of plastic waste through authorized dealers.

**b. E-waste-**

Proper handling and disposal of electronic products at the end of their useful life through authorized dealers.

**c. Hazardous waste-**

Safe disposal of hazardous waste by authorized dealers to prevent harmful effects on the environment and surrounding communities.

**d. Other waste-**

Emphasis on reduction and reuse; wooden pallets from major customers are either recycled, reused, or disposed of responsibly through scrap dealers when no longer in use.

**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.**

Yes, the Company had obtained an Extended Producer Responsibility (EPR) certificate for all plants, issued on 26<sup>th</sup> May, 2023 under the Plastic Waste Management Rules, 2016. The Company ensure that its waste collection procedures adhere to EPR guidelines. Furthermore, active measures are continuously pursued to develop strategies aimed at achieving efficient and impactful waste management practices in line with regulatory requirements.

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

**ESSENTIAL INDICATORS**

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	810	0	0%	810	100%	0	0%	0	0%	0	0%
Female	45	0	0%	45	100%	45	100%	0	0%	0	0%
<b>Total</b>	<b>855</b>	<b>0</b>	<b>0%</b>	<b>855</b>	<b>100%</b>	<b>45</b>	<b>5%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	100	0	0%	100	100%	0	0%	0	0%	0	0%
Female	3	0	0%	3	100%	3	100%	0	0%	0	0%
<b>Total</b>	<b>103</b>	<b>0</b>	<b>0%</b>	<b>103</b>	<b>100%</b>	<b>3</b>	<b>3%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	Total(A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	710	0	0%	710	100%	0	0%	0	0%	0	0%
Female	11	0	0%	11	100%	11	100%	0	0%	0	0%
<b>Total</b>	<b>721</b>	<b>0</b>	<b>0%</b>	<b>721</b>	<b>100%</b>	<b>11</b>	<b>2%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent workers**</b>											
Male	1534	0	0%	1534	100%	0	0%	0	0%	0	0%
Female	4	0	0%	4	100%	4	100%	0	0%	0	0%
<b>Total</b>	<b>1538</b>	<b>0</b>	<b>0%</b>	<b>1538</b>	<b>100%</b>	<b>4</b>	<b>0%*</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

\*Less than 0.50%

\*\*Non-permanent workers are covered by health insurance, but this benefit is provided through their hiring contractors rather than directly by the Company as it hires these workers on a temporary basis.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.08%	0.09%

The Company is dedicated to enhancing employee and worker well-being by prioritizing their health and stress management through increased investments in wellness programs.

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	2%	4%	Y	2%	5%	Y
Others-Please Specify	-	-	-	-	-	-

**3. Accessibility of workplaces**

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

Yes, the premises and offices of the Company are accessible to differently-abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Although the Company currently does not have any differently-abled individuals employed at its offices or plants, it ensures that the workspace is designed and maintained with their needs in mind. This includes the provision of elevators, appropriate signage, and other necessary facilities to support accessibility for differently-abled individuals.

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

Yes, the Company has an equal opportunity policy in line with the Rights of Persons with Disabilities Act, 2016.

The Company is dedicated to creating an inclusive and safe workspace for all employees and workers, ensuring that no applicant or workforce faces discrimination based on disability, nationality, race, religion, gender identity, or any other personal characteristic. This policy applies to all job applicants, apprentices, contract workers, full-time and part-time employees, and interns/trainees, ensuring fair treatment in recruitment, promotion, training, compensation, and termination.

The Company adheres to anti-discrimination policies aligned with relevant legislation, including The Rights of Persons with Disabilities Act 2016, the Transgender Persons (Protection of Rights) Act 2019, and the HIV/AIDS Act 2017. The Company guarantees equal opportunity across all aspects of people management, with decisions based solely on performance, merit, competence, and potential.

The Company is also committed to proactive measures to implement policies and procedures for addressing complaints related to any breaches of this policy. Necessary training is provided to the workforce to foster equal opportunity and ensure a workplace free from discrimination.

The workforce has access to the Equal Opportunity and Anti-Discrimination Policy through the Company's intranet portal.

**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*	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	80%**	100%	100%	100%
<b>Total</b>	<b>80%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\* Male employees and workers do not have access to parental leave

\*\* During the FY, 4 female employees took maternity leave, and one of them is expected to return to work within the next three months.

**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 (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company has a comprehensive mechanism in place to receive and redress grievances for employees and workers, as outlined in the Company's Whistle Blower Policy. This policy ensures transparency, accountability, and adherence to ethical, moral, and legal standards across the Company's operations. It applies to all employees, workers, directors, and stakeholders, including vendors, suppliers, lenders, customers, business associates, and trainees. The policy encourages reporting any unethical behavior, misconduct, or violations of the Company's Code of Conduct.
Other than Permanent workers	
Permanent employees	
Other than Permanent employees	

To ensure a fair investigation process, anonymous disclosures are not considered, and the whistle blower must identify themselves. Initial inquiries determine if further investigation is needed, and the Audit Committee or designated Ethics Counsellor conducts these investigations impartially. The Company guarantees protection from retaliation for whistle-blowers and maintains confidentiality throughout the process. Any employee assisting in the investigation is also protected.

**Yes/No (If yes, then give details of the mechanism in brief)**

The policy covers various concerns, such as abuse of authority, financial irregularities, manipulation of Company data, and other unethical practices. It addresses significant issues affecting the Company's operations and is not a route for personal grievances. Disciplinary actions are taken based on investigation findings, and whistle blowers are protected from unfair treatment, ensuring a safe environment for raising concerns.

Several lines of communication, including suggestion boxes at all locations and a dedicated email address, are available for employees and workers to address their concerns. Daily meetings are scheduled to understand and resolve staff grievances, with escalation to the Unit head if necessary.

The policy also includes provisions for reporting and disclosure, with quarterly reports on the number of complaints received and their outcomes presented to the Audit Committee and the Board. Additionally, the details of the whistle blower mechanism are disclosed on the Company's website and in the Board's report. The Board has the authority to amend the policy as needed and annually affirms that access to the Audit Committee has not been denied to any person.

The full Whistle Blower Policy and its mechanisms are accessible at <https://www.finolex.com/UploadedDocs/Whistle%20Blower%20Policy.pdf>

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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)
<b>Total Permanent employees</b>	<b>855</b>	<b>0</b>	<b>0%</b>	<b>824</b>	<b>0</b>	<b>0%</b>
Male	810	0	0%	789	0	0%
Female	45	0	0%	35	0	0%
<b>Total Permanent workers</b>	<b>721</b>	<b>320</b>	<b>44%</b>	<b>722</b>	<b>357</b>	<b>49%</b>
Male	710	319	45%	710	354	50%
Female	11	1	9%	12	3	25%

The Company supports employees' rights to freedom of association and collective bargaining. At the Urse and Pimpri locations, the Finolex Cables Employees Union represents the Company's workforce. It upholds the right to form and join unions and facilitate collective bargaining, ensuring the workforce can voice their concerns and negotiate employment terms, fostering a fair and respectful workplace.

## 8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and Safety measures		On skills up gradation		Total (D)	On Health and Safety measures		On skills up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	810	160	20%	232	29%	789	110	14%	219	28%
Female	45	8	18%	13	29%	35	5	14%	9	26%
<b>Total</b>	<b>855</b>	<b>168</b>	<b>20%</b>	<b>245</b>	<b>29%</b>	<b>824</b>	<b>115</b>	<b>14%</b>	<b>228</b>	<b>28%</b>
<b>Workers</b>										
Male	710	210	30%	422	59%	710	198	28%	411	58%
Female	11	8	73%	9	82%	12	10	83%	11	92%
<b>Total</b>	<b>721</b>	<b>218</b>	<b>30%</b>	<b>431</b>	<b>60%</b>	<b>722</b>	<b>208</b>	<b>29%</b>	<b>422</b>	<b>58%</b>

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	810	674	83%	789	618	78%
Female	45	31	69%	35	29	83%
<b>Total</b>	<b>855</b>	<b>705</b>	<b>82%</b>	<b>824</b>	<b>647</b>	<b>79%</b>
<b>Workers</b>						
Male	710	610	86%	710	671	95%
Female	11	10	91%	12	11	92%
<b>Total</b>	<b>721</b>	<b>682</b>	<b>95%</b>	<b>722</b>	<b>682</b>	<b>94%</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, the Company has implemented an Occupational Health and Safety (OHS) management system in accordance with internationally recognized standards, specifically ISO 45001:2018. This system covers all personnel, including permanent, temporary, and contract workers, as well as contractors and subcontractors working on the Company's premises. It applies to all facilities, units, departments, sales offices, branches, and operations throughout India.

The OHS Policy ensures the safety and welfare of employees, visitors, and contractors by adhering to rigorous OHS regulations, actively identifying and mitigating hazards, providing comprehensive training, efficiently managing incidents, and preparing for emergencies. The Company promotes both physical and mental well-being and fosters a culture of continuous improvement.

Key elements of the OHS system include:

- Proactive hazard identification and risk assessment.
- Incident reporting and investigation procedures.
- Regular OHS audits and inspections to ensure compliance and continuous improvement.
- Provision of safe equipment and personal protective equipment (PPE).
- Wellness programs and initiatives for employees.
- Availability of medical facilities, including medical kits, doctors, and regular health check-ups.
- Comprehensive training and awareness programs in local languages.



The Company also maintains procedures for reporting and investigating occupational accidents, injuries, and illnesses, ensuring compliance with Indian legal requirements. Regular audits and inspections are conducted, with their frequency ensuring ongoing compliance and enhancement of the OHS management system. Additionally, a Safety Committee is engaged where applicable to support and enhance OHS initiatives.

**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, the Company employs a comprehensive risk management strategy to identify work-related hazards and assess risks on both routine and non-routine bases. The processes used for this purpose include:

**1. Hazard Identification & Risk Assessment (HIRA):**

- The Company conducts systematic HIRA to evaluate potential sources of harm in the workplace, including tools, hazardous chemicals, unsafe working procedures, and human conduct.

**2. Safety Committees:**

- Safety committees at various levels assess the sufficiency of safety resources and support the adoption of safety management systems. These committees are engaged in regular reviews and enhancements of safety protocols.

**3. Recurring Safety Audits and Inspections:**

- Regular OHS audits and inspections are conducted across all sites to ensure compliance with safety regulations and continuous improvement of the safety management system. These audits and inspections help in identifying both existing and potential hazards.

**4. Workforce Training and Awareness:**

- Comprehensive training and awareness programs are provided in local languages to ensure all employees and workers understand and participate in maintaining a safe work environment. These programs cover both routine safety practices and responses to non-routine hazards.

**5. Medical Examinations:**

- Routine medical examinations are conducted annually to identify any work-related health issues that might affect employees' and workers' productivity and well-being. This proactive approach helps in early detection and management of occupational health risks.

**6. Incident Reporting and Investigation:**

- The Company has established procedures for reporting and investigating occupational accidents, injuries, and illnesses. This includes a systematic approach to document and analyze incidents to prevent future occurrences.

**7. Emergency Preparedness:**

- Planning, organizing, and training for effective response to workplace emergencies are integral parts of the OHS management system. This includes drills and exercises to ensure readiness for non-routine hazardous situations.

These processes collectively ensure a thorough approach to identifying and managing work-related hazards, thereby maintaining a healthy and safe work environment for all employees and workers.

**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 implemented robust processes for workers to report work-related hazards and remove themselves from such risks. The Company ensures a safe and transparent environment by providing multiple channels for hazard reporting and preventive measures:



**1. Whistle-Blower Policy:**

- Workers can report work-related risks through the Company's Whistle-Blower policy. This policy guarantees confidentiality and protection from retaliation, encouraging employees to voice concerns without fear.

**2. Safety Committee Assemblies:**

- Safety committees meet regularly to discuss safety-related issues. These monthly meetings provide a platform for workers to raise concerns and suggest improvements directly to the committee.

**3. Suggestion Box:**

- A suggestion box is placed inside the plants, inviting workers to submit ideas and feedback to enhance the working environment. This provides an anonymous way for workers to communicate safety concerns and recommendations.

**4. Empowerment to Remove Themselves from Risk:**

- The Company empowers workers to remove themselves from situations that pose an imminent risk to their health and safety. This policy ensures that employees can take immediate action to protect themselves without fear of repercussion.

By incorporating these processes, the Company fosters a proactive safety culture, ensuring that workers can effectively report hazards and protect themselves from potential risks.

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

Yes, employees and workers of the Company have access to non-occupational medical and healthcare services. In addition to addressing occupational health and safety risks, the Company has established comprehensive healthcare facilities to support the overall well-being of its workforce. Its key provisions include:

**1. Medical Aid:**

- Adequate medical aid is available for all employees and workers, including medical kits and first aid boxes strategically placed throughout the workplace.

**2. Healthcare Facilities:**

- All plants have tie-ups with nearby hospitals for immediate and advanced medical treatment. Employees/Workers can be swiftly shifted to these hospitals if necessary.

**3. Doctor Visits and Medical Check-ups:**

- Regular doctor visits are scheduled twice or thrice a week at the plants. Additionally, routine medical check-ups are conducted to monitor and maintain the health of the employees.

**4. Medical Restrooms and Safety Equipment:**

- Facilities include medical restrooms and well-equipped areas for workers needing medical attention. Personal Protective Equipment (PPE) is provided to all workers, tailored to their specific needs.

**5. Emergency Preparedness:**

- The Company ensures safety with fire alarms, emergency exits, and staircase railings. Regular mock drills are conducted to prepare employees and workers for emergency situations.

**6. Training and Awareness:**

- The Company is committed to providing continuous training in safety and health to all employees, enhancing their ability to manage non-occupational health issues effectively.

These measures reflect the Company's commitment to the comprehensive health and safety of its employees and workers, ensuring they have access to essential medical and healthcare services beyond occupational requirements.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	1.04
	Workers	1.40	0
Total recordable work-related injuries	Employees	0	0
	Workers	11	8
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.**

The Company has numerous measures in place to ensure a safe and healthy workplace. Below are the comprehensive steps taken by the Company to prioritize the health and safety of its employees and workers:

**1. Occupational Health and Safety Management System:**

- The Company has implemented an Occupational Health and Safety (OHS) management system aligned with ISO 45001:2018 standards in major plants. This system helps in maintaining high safety standards and ensuring compliance with applicable laws and regulations.

**2. Safety Committee:**

- The Company has a dedicated Safety Committee that meets regularly to discuss safety-related issues and assess the sufficiency of safety resources. This committee plays a significant role in the adoption and implementation of safety management systems.

**3. Training and Awareness:**

- Mandatory safety training is provided to newly joined employees and workers as part of their induction. Additionally, regular training programs are conducted for all employees and workers to ensure continuous improvement in safety practices.
- The Company celebrates Safety Week annually, organizing various safety and health-related training programs, quizzes, demonstrations, slogans, essay competitions, and lifesaving skills such as mock drills.

**4. Health and Safety Audits:**

- Regular safety audits and inspections are conducted across all sites to maintain a healthy and safe work environment. These audits help in identifying and mitigating potential hazards, ensuring continuous improvement of the OHS management system.

**5. Medical and Healthcare Facilities:**

- The Company has tie-ups with nearby hospitals for advanced medical treatment.
- Facilities include medical kits, first aid boxes, medical restrooms, and scheduled doctor visits twice or thrice a week. Routine medical check-ups are conducted to monitor the health of employees.

**6. Emergency Preparedness:**

- The Company ensures safety with fire alarms, emergency exits, and staircase railings. Regular mock drills are conducted to prepare employees for emergency situations.
- Comprehensive procedures for reporting and investigating occupational accidents, injuries, and illnesses are in place, ensuring compliance with Indian legal requirements.

**7. Wellness Programs:**

- The Company prioritizes the health and well-being of its workforce by implementing wellness programs and initiatives. These programs focus on both physical and mental well-being, promoting a healthy work-life balance.

**8. Personal Protective Equipment (PPE):**

- Proper maintenance of personal protective equipment is done to minimize work hazards. PPE is provided to all workers, tailored to their specific needs, ensuring their safety during operations.

**9. Incident Reporting and Grievance Mechanism:**

- A robust incident reporting mechanism is in place for employees and workers to report workplace-related injuries and near misses. Grievances and queries are addressed promptly, ensuring timely resolutions and enhanced safety measures.

**10. Environmental Monitoring:**

Regular monitoring through ambient air tests, noise level assessments, and safe drinking water tests are conducted to maintain a healthy workplace environment.

Through these comprehensive measures, the Company is committed to creating a safe and healthy work environment, ensuring the well-being of its employees and maintaining high standards of safety across all operations.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Health & Safety	2	0	Complaints were resolved during the FY	Nil	Nil	Not Applicable

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100%
Working Conditions	100%

Annually, third-party auditors assess health, safety, and working conditions across all Company plants and offices, ensuring compliance with stringent standards and fostering optimal working environments.

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

No significant risks or concerns were identified in the assessment during the FY.

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

Yes, the Company offers compensatory packages for both employees and workers in the event of death. Employees are covered under a Group Personal Accident policy and the Employees' State Insurance Corporation (ESI). Workers who are on contract basis are covered under the ESIC (Employees' State Insurance Corporation).

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

The Company places a strong emphasis on ensuring the adherence to statutory requirements across its value chain. This involves rigorous oversight to ensure that vendors and service providers deduct and deposit all necessary statutory dues, including PF (Provident Fund), ESI (Employee State Insurance), and GST, in accordance with prevailing regulations.



These payments are carefully monitored and verified through internal checks and statutory audits to maintain compliance at every stage of the transaction process. Additionally, the service contracts with partners explicitly stipulate 'payment terms' that mandate adherence to all statutory obligations, further reinforcing the commitment to transparency and accountability in business operations.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**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)**

Currently, the Company does not offer a transition assistance program for employees facing a career-ending situation. Instead, its focus is on continuously enhancing the skills and capabilities of its existing employees.

**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 employs a systematic approach to identify key stakeholder groups integral to its business operations. This includes stakeholders such as employees, shareholders, investors, customers, channel partners, regulatory bodies, and communities, among others. In identifying these stakeholders, the Company emphasizes inclusivity and actively engages with them to understand their priorities and concerns. This engagement is pivotal in gaining insights that help mitigate risks, enhance credibility, and foster enduring trust-based relationships. By listening, connecting, and collaborating effectively, the Company aims to address stakeholder expectations proactively, ensuring alignment with its strategic goals and sustainable business practices.

**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	<ul style="list-style-type: none"> <li>- Announcements &amp; Published Results</li> <li>- Annual General Meetings</li> <li>- Stock Exchanges (SE) Intimations</li> <li>- Emails</li> <li>- Presentations</li> <li>- Website</li> <li>- Board Meetings</li> <li>- Detailed Presentations</li> </ul>	Quarterly, Half-yearly, Annually & Event Based	Company's financial and non-financial performance, conference calls, shareholder and investor expectations and complaints, market growth, and other relevant factors.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>- Company Website</li> <li>- Branding &amp; Promotions</li> <li>- Social Media Applications</li> <li>- Advertisements</li> <li>- Brand Campaigns</li> <li>- Sales Promotions</li> <li>- Telephone</li> </ul>	Event Based	Introduction of New Products, Marketing & Publicity, Information about products and services, Product Availability, Product Quality, Product Pricing, Grievances and Feedbacks, etc.
Employees and Workers	No	<ul style="list-style-type: none"> <li>- Email</li> <li>- Interactive Meetings</li> <li>- Webinar &amp; Training Programmes</li> <li>- Conferences</li> <li>- Newsletter &amp; Reports</li> <li>- One-on-One Interactions</li> <li>- Cultural Activities</li> <li>- Notice Board</li> <li>- Feedback or Surveys</li> </ul>	On regular basis	Performance Review, Benefits Structure, On-Job Trainings, Career Development and Growth Opportunities, Skills upgradation programmes, Fire Drills, Policies, Advances in Company, etc.
Distributors & Retailers	No	<ul style="list-style-type: none"> <li>- Emails</li> <li>- Contracts/Agreements</li> <li>- Business Meetings</li> <li>- Activities focused on cultivating and nurturing relationships</li> <li>- After Sales Services</li> </ul>	Periodically	Business Development, Payment Status, Product Sales, Continuity of Orders, Promotions & Profitable expansions, etc.
Suppliers & Vendors	Yes	<ul style="list-style-type: none"> <li>- Emails</li> <li>- Vendor Checks</li> <li>- Contracts/Agreements</li> </ul>	Periodically	Material Deliveries, Timely Payments, MSMED Act, Material Quality, Raising Grievances, etc.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>- Reporting/Filings</li> <li>- Submissions/ Applications</li> <li>- Emails</li> </ul>	On Periodical basis as provided under relevant legislations	Policy & Regulatory matters, Filing of Returns, Amendments & Approvals, Assessments Results, Tax Payments, Inspections, etc.
Communities	Yes	<ul style="list-style-type: none"> <li>- Community Meetings</li> <li>- Campaigns</li> <li>- Company Website</li> </ul>	Periodically	CSR Initiatives, Social Impact Programmes, Grievances and Complaints Management, etc.



**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.**

The Company prioritizes ongoing consultation with its primary stakeholders to ensure robust communication regarding economic, environmental, and social matters. This commitment is upheld through various engagement initiatives designed to solicit valuable insights, perspectives, and feedback on key ESG issues. Stakeholder engagement channels include structured meetings, forums, surveys, and direct interactions with stakeholders such as employees, shareholders, community representatives, and regulatory bodies. These engagements serve to facilitate a comprehensive exchange of information and ideas between stakeholders, senior management, board members, and relevant authorities. Feedback obtained from these consultations is systematically compiled and presented to the Board, providing critical input for informed decision-making and strategic planning processes. This approach underscores Company’s dedication to transparency, accountability, and responsiveness in addressing stakeholder concerns and advancing sustainable business practices.

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

Yes, stakeholder consultation plays a significant role in supporting the identification and management of environmental and social topics within the Company. Respective functional heads actively engage with stakeholders to gather insights and feedback on economic, environmental, and social concerns. These consultations provide valuable input to the Board, guiding the development of strategies, policies, objectives, and goals aimed at addressing identified challenges. Through structured stakeholder engagement exercises, the Company systematically identify material issues and incorporate stakeholder inputs into its decision-making processes. This approach ensures that the policies and activities are aligned with stakeholder expectations and contribute to sustainable business practices.

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

The Company places a strong emphasis on engaging and addressing the concerns of vulnerable and marginalized stakeholder groups. Before initiating any projects, comprehensive need assessments are conducted within the communities where it operates. This process includes active stakeholder consultations and engagements to understand their perspectives fully. By fostering meaningful dialogue, the Company aims to address their concerns and ensure that its projects are aligned with their needs and aspirations. This approach underscores its commitment to inclusive and responsible project implementation, supporting sustainable development and fostering positive relationships with all stakeholders, especially those who are vulnerable or marginalized.

**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 2023-24 (Current Financial Year)			FY2022-23 (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	855	393	46%	824	369	45%
Other than permanent	103	35	34%	0	0	0%
<b>Total Employees</b>	<b>958</b>	<b>428</b>	<b>45%</b>	<b>824</b>	<b>369</b>	<b>45%</b>
<b>Workers</b>						
Permanent	721	483	67%	722	469	65%
Other than permanent	1538	1015	66%	1608	1045	65%
<b>Total Workers</b>	<b>2259</b>	<b>1498</b>	<b>66%</b>	<b>2330</b>	<b>1514</b>	<b>65%</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (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)
<b>Employees</b>										
Permanent										
Male	810	5	1%	805	99%	789	3	0%*	786	100%
Female	45	6	13%	39	87%	35	2	6%	33	94%
<b>Other than permanent</b>										
Male	100	0	0%	100	100%	0	0	0%	0	0%
Female	3	0	0%	3	100%	0	0	0%	0	0%
<b>Workers*</b>										
<b>Permanent</b>										
Male	710	4	1%	706	99%	710	25	4%	685	96%
Female	11	0	0%	11	100%	12	0	0%	12	100%
<b>Other than permanent</b>										
Male	1531	1194	78%	337	22%	1608	1172	73%	436	27%
Female	7	4	57%	3	43%	0	0	0%	0	0%

\*Less than 0.50%

## 3. Details of remuneration/salary/wages

## a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD)	8	16,95,000	1	20,55,000
Key Managerial Personnel	2	2,48,73,418		
Employees other than BoD and KMP	807	7,47,000	45	4,80,396
Workers	709	6,18,696	11	5,62,368

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.85%	3%

## 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. To oversee the human rights-related matters, the Chief Internal Auditor of the Company serves as a focal point, reinforcing the Company's dedication to upholding human rights principles.

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

The Company has established robust internal mechanisms to address grievances related to human rights issues. The Company's Human Rights Policy aims to protect and promote human rights across its operations, supply chains, and business relationships, ensuring respect and dignity for all individuals. This policy applies to all employees, contractors, suppliers, and partners, covering a broad spectrum of human rights principles. Any grievances concerning human rights violations can be reported to the Assistant Vice President – HR, and the policy is overseen by the HR Department, which is responsible for implementation, monitoring, and reporting to senior management and the board of directors. Regular reviews and updates ensure compliance with changing laws and stakeholder expectations.

In addition, the Company's POSH (Prevention for the Sexual Harassment) Policy aims to promote a healthy, prejudice-free work environment and protect against sexual harassment. An Internal Complaints Committee (ICC) is constituted for each relevant workplace, including a senior-level woman employee as the Presiding Officer and members with

experience in social work or legal knowledge. Complaints of sexual harassment can be submitted in writing to the ICC, which investigates every formal complaint, conducts inquiries in accordance with principles of natural justice, and takes appropriate remedial measures. The policy ensures the privacy of individuals involved and maintains confidentiality of complaint details. Aggrieved individuals can appeal decisions to a Metropolitan Magistrate or Judicial Magistrate within ninety days of the recommendation. Supported by the Whistle-blower Policy and the Board's oversight, these mechanisms ensure that grievances related to human rights issues are addressed promptly and effectively, reinforcing the Company's commitment to maintaining a fair and respectful workplace.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Discrimination at workplace	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Child Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Forced Labour/ Involuntary Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Wages	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other human rights related issues	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

During the FY, there were no complaint received on any of the human rights related aspects.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

During the FY, there were no complaint received on POSH from any of the female employee/worker.

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

The Company is deeply committed to fostering a healthy and inclusive work environment where all employees and workers, regardless of gender, caste, creed, or social class, can thrive. The Company maintains a zero-tolerance policy toward sexual harassment and discrimination, ensuring that any instances of such misconduct are met with severe disciplinary measures. As part of this commitment, it has implemented a comprehensive strategy aimed at preventing, prohibiting, and punishing acts of sexual harassment. This strategy also focuses on educating employees and workers about behaviours that constitute harassment, promoting awareness and understanding throughout the organization.

To safeguard individuals who report instances of discrimination or harassment, the Company has formulated a robust Whistle Blower Policy. This policy provides a secure mechanism for directors, employees, and workers to raise concerns about any violations of legal or regulatory requirements, including issues related to harassment and discrimination. It ensures that whistle-blowers are protected from any form of retaliation or retribution, whether from within or outside the Company. Under this policy, the Company assures non-victimization by protecting whistle-blowers against retaliation for reporting concerns, treating victimization as a serious matter, and initiating disciplinary action against any individual engaging in such behaviour. The identity of the whistle-blower is kept confidential throughout the investigation process, ensuring they do not face any adverse consequences for their actions.

Additionally, the Company condemns any form of discrimination, harassment, or unfair treatment towards whistle-blowers, safeguarding them against retaliation, threats, or intimidation, including termination, suspension, disciplinary actions, demotion, or refusal of promotion. It ensures that whistle-blowers receive necessary support and



advice, particularly if they need to give evidence in criminal or disciplinary proceedings. The Company also takes proactive steps to minimize difficulties faced by whistle-blowers as a result of their disclosures. By integrating these measures, the Company not only upholds ethical practices but also ensures that employees and workers feel safe and supported in raising concerns, thereby reinforcing a culture of transparency and accountability within the organization.

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

Yes, human rights requirements form an integral part of the Company's business agreements and contracts. It incorporates its Supplier Code of Conduct (SCoC) into all business agreements, purchase orders, and contracts with suppliers. The SCoC applies broadly to suppliers, service providers, vendors, traders, agents, consultants, contractors, dealers, distributors, business associates, joint venture partners, and third parties, including their agents, and representatives, who engage in business dealings with the Company or any of its subsidiaries, affiliates, or divisions.

The suppliers are expected to comply fully with applicable laws, rules, and regulations, while also adhering to internationally recognized environmental, social, and governance standards. These standards encompass the well-being of employees, anti-harassment and anti-discrimination measures, and the abolition of child and forced labour. Specifically, the Supplier Code of Conduct emphasizes adherence to all relevant local, state, and national human rights laws, respect for the right to freedom of association and collective bargaining, and the prohibition of forced, bonded, compulsory, indentured, or prison labour. Additionally, it mandates providing equal employment opportunities, compliance with laws regarding working hours, minimum wages, and benefits, and upholding laws related to slavery and human trafficking.

Through the integration of these rigorous standards into the Company's contractual agreements, The Company ensures that human rights considerations are a fundamental aspect of its business operations and supplier relationships. This approach not only reinforces its commitment to ethical practices but also promotes a responsible and sustainable supply chain.

#### 10. Assessments for the year:

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

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

No significant risks or concerns were identified in the assessment during the FY.

### LEADERSHIP INDICATORS

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

During the FY, no modifications or new processes were introduced to address human rights grievances or complaints. However, the Company remains firmly committed to preventing any violations of human rights. Compliance with the human rights policy is ensured through a robust mechanism overseen by the HR Department and regularly monitored by the Audit Committee at the board level. All stakeholders have secure, 24\*7 access to raise grievances and report any breaches related to human rights, ensuring that concerns are addressed promptly and effectively. The Company continually reviews its practices to uphold the highest standards of human rights, reaffirming its dedication to maintaining an ethical and inclusive work environment.

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

The Company's commitment to human rights is unwavering, and it actively addresses any violations through a comprehensive approach. Its dedication to promoting equality is reflected in several key areas, including the provision of equal employment opportunities and fairness in all distribution procedures and interactions. It prioritizes creating a safe, harassment-free environment and upholding fundamental rights for all individuals. As an employer that values equal

opportunity, the Company firmly oppose any form of discrimination based on race, color, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability status. Its efforts are geared towards fostering a diverse and inclusive workplace that respects and values the uniqueness of every individual.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the premises and offices of the Company are accessible to differently-abled visitors, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company ensures that the workspace is designed and maintained with their needs in mind. This includes the provision of elevators, appropriate signage, and other necessary facilities to support accessibility for differently-abled individuals.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	-

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

The Company is currently in the process of conducting a comprehensive evaluation of its value chain partners with regard to ESG (Environmental, Social, and Governance) aspects. It anticipates completing this evaluation in the coming year.

**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:**

<b>Parameter</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
<b>From renewable sources*</b>		
Total electricity consumption (A)		
- Gigajoules	<b>24,181</b>	24,735
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>		
- Gigajoules	<b>24,181</b>	<b>24,735</b>
<b>From non-renewable sources*</b>		
Total electricity consumption (D)*		
- Gigajoules	<b>264,470</b>	244,402
Total fuel consumption (E)*		
- Gigajoules	<b>64,742</b>	9,882
Energy consumption through other sources (F)*	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>		
- Gigajoules	<b>329,211</b>	<b>254,284</b>
<b>Total energy consumed (A+B+C+D+E+F)*</b>		
- Gigajoules	<b>353,392</b>	<b>279,019</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	<b>0.000007048</b>	<b>0.000006227</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	<b>0.000143</b>	<b>0.000126</b>
<b>Energy intensity in terms of physical output</b>	<b>5.178060</b>	<b>4.722572</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: In the previous year, gas consumption was excluded from the consumption details, however, this year it has been included, leading to higher reported consumption.

\*The Conversion of energy consumption in to Gigajoules has been calculated by RUA Ecospaces LLP.

\*\*The revenue from operations has been recalibrated using the latest PPP conversion factor published by the World Bank for India in 2022, which stands at 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

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.**

Not applicable, since the Company does not have sites/ facilities identified as Designated Consumer under the PAT Scheme

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	76,983	84,591
- Kilolitres		
(iii) Third party water –	222,841	227,289
- Kilolitres		
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (I + ii + iii + iv + v)	299,824	311,880
- Kilolitres		
Total volume of water consumption –	299,824	311,880
- Kilolitres		
<b>Water intensity per rupee of turnover (Total water consumption / Revenue from operations)</b>	0.000005979	0.000006959
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)</b>	0.000121	0.000141
<b>Water intensity in terms of physical output</b>	4.393154	5.278765
-		
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

\*The revenue from operations has been recalibrated using the latest PPP conversion factor published by the World Bank for India in 2022, which stands at 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.



4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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 (Kilolitres)*	8500	
- With treatment – please specify level of treatment	-	
<b>Total water discharged (in)</b>	<b>8500</b>	

\*The quantity of water mentioned above refers to wastewater that has been treated by the Sewage Treatment Plant and then reused for gardening. The remaining wastewater is either recycled and evaporated or reused for industrial or domestic purposes.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.

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

Although the Company does not currently operate under a Zero Liquid Discharge (ZLD) system, it has implemented effective wastewater management practices to reduce environmental impact and promote water reuse.

**Details of Coverage and Implementation:**

- Sewage Treatment Plants (STPs):** The manufacturing facilities are equipped with STPs that treat wastewater generated from domestic sources such as toilets and canteens. The treated water is then repurposed for on-site applications, including flushing and gardening.
- Water Reuse:** Approximately 8,500 KL of treated water was utilized for gardening purposes. This practice helps in minimizing the volume of water discharged beyond the premises.
- Regulatory Compliance:** The Company ensures compliance with all relevant regulatory guidelines and standards for wastewater management. Its STPs are designed to meet these requirements and manage treated water responsibly.

While the Company does not have a full ZLD system in place, its wastewater management strategies reflect a commitment to environmental sustainability and efficient water use.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Nox	mg/nm3	270.30	239.52
Sox	mg/nm3	32.20	47.23
Particulate matter (PM)	mg/nm3	191.84	179.17
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

The Company has five manufacturing plants, each of which has conducted air quality tests with different external agencies throughout the year. We also submit the reports to the concerned authority.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions*</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,243	659
<b>Total Scope 2 emissions*</b> - in Metric Tonnes	Metric tonnes of CO <sub>2</sub> equivalent	52,600	17,430
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000011336	0.0000004037
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000023	0.000008
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		0.832895	0.306168
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

Note: In the previous year, gas consumption was excluded from the emissions calculations, however, this year it has been included, leading to higher reported emissions.

\*Scope 1 and Scope 2 emission has been calculated by RUA Ecospaces LLP.

\*\*The revenue from operations has been recalibrated using the latest PPP conversion factor published by the World Bank for India in 2022, which stands at 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed.



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

Yes, the Company has implemented several projects aimed at reducing Greenhouse Gas (GHG) emissions through energy conservation, equipment upgrades, and operational efficiencies. These initiatives underscore the commitment to environmental sustainability.

**Initiatives Taken:**

1. **Installation of RTPFC and APFC Controllers:** New RTPFC (Reverse Power Factor Correction) and APFC (Automatic Power Factor Correction) controllers have been installed to enhance power factor, reduce power losses, and improve energy efficiency.
2. **Variable Frequency Drives (VFDs):** VFD drives have been introduced on wire drawing machines for coolant pumps, optimizing energy use during both running and inching modes. Additionally, DC motors on extrusion lines and capstans have been replaced with energy-efficient AC motors and VFD drives, further reducing electricity consumption.
3. **Lighting Upgrades:** The Company has transitioned to LED lighting in various areas, such as replacing 400 Watt mercury vapor lamps with 150 Watt LED lamps for plant overhead lighting. LDR sensors have also been installed to automate lighting control based on visibility, thus conserving energy.
4. **Cooling System Improvements:** Old cooling towers have been replaced with new, energy-efficient models, and VFDs have been installed on cooling tower pump motors to save electricity. The cooling tower output pipeline has been redesigned with a new header system, and energy-efficient pumps have replaced older models.
5. **Centralized PVC Conveying System Upgrade:** The PVC conveying system has been updated with the latest PLC technology to replace outdated controllers, improving operational efficiency.
6. **Pipeline Optimization:** Old MS pneumatic pipelines are being replaced with PPR/AL (Polypropylene Random Copolymer/Aluminium) pipes to reduce compressed air consumption.
7. **Chiller Efficiency:** Chiller systems have been optimized by combining two chiller tanks and improving insulation to minimize energy consumption.
8. **Energy Audits and Maintenance:** Regular energy audits and preventive maintenance help identify and address energy losses. It also monitor and rectify air leakage to reduce air consumption.

**Additional Equipment Upgrades:**

1. **Coiling Lines:** Motor-less conical payoffs have replaced older coiling machines, resulting in power savings.
2. **Spoolers:** The upgrade from a 630mm dual takeup to an 800mm dual takeup has improved productivity and energy efficiency.

**Other Measures:**

1. **Replacement of Low-Efficiency Equipment:** Replacing low energy-efficient equipment with high-efficiency alternatives.
2. **Optimization of Office Energy Consumption:** Energy consumption in office buildings has been optimized.
3. **Digitization:** Utilizing digitization to enhance monitoring and reduce losses.
4. **Awareness Programs:** Fostering awareness about energy conservation and GHG reduction among employees.

**Impact and Investment:**

During the FY, these initiatives have led to an annual energy saving of 1,677,994 KWH and contributed to a reduction of approximately 347 tons of CO2 emissions.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	2,909.68	3,396.43
E-waste (B)	1.38	3.41
Bio-medical waste (C)	0.01	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.25	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	44.99	5.94
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,106.07	1,683.22
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4,062.38</b>	<b>5,089</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>0.000000081</b>	<b>0.000000114</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.0000016</b>	<b>0.0000023</b>
Waste intensity in terms of physical output	0.059523	0.086135
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	-	
(ii) Re-used	-	
(iii) Other recovery operations	-	
<b>Total</b>	<b>-</b>	
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	
(ii) Landfilling	-	
(iii) Other disposal operations	-	
<b>Total</b>	<b>-</b>	

The waste generated at the plants is sent to authorised scrap dealers in bulk for further disposal process.

\*The revenue from operations has been recalibrated using the latest PPP conversion factor published by the World Bank for India in 2022, which stands at 20.22.

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.

During the FY, the Company has not undertaken any independent assessment/evaluation/assurance of the data disclosed

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 is committed to responsible waste management and minimizing environmental impact through effective practices and strategies. It has implemented a comprehensive waste management policy and adopted measures to handle all forms of waste efficiently, while actively reducing the use of hazardous and toxic chemicals.



**Waste Management Practices:**

1. **Policy and Commitment:** The Waste Management Policy focuses on minimizing waste generation and promoting recovery, reduction, reuse, and recycling. The Company aims to achieve zero waste to landfill by investing in technologies that enhance reusability and recyclability and by adhering to relevant waste management regulations.
2. **Water Management:** The Company utilizes Sewage Treatment Plants (STPs) to manage wastewater from its operations. The treated water is reused on-site for non-potable purposes such as flushing and gardening, effectively minimizing water discharge beyond the Company premises.
3. **Hazardous Waste:** This includes used oil, waste oil, and oil-soaked cotton. The Company manages these according to the Hazardous and Other Waste (Management and Transboundary Movement) Rules. Disposal is carried out through approved recyclers, co-processors, or Treatment, Storage, and Disposal Facilities (TSDF).
4. **E-Waste:** Electronic waste is managed under the E-Waste (Management) Rules, ensuring proper disposal through authorized recyclers and dismantlers.
5. **Non-Hazardous Waste:** This comprises general office waste, scrap materials, and organic waste. Non-hazardous waste is sorted and managed through authorized vendors to ensure proper disposal and recycling.
6. **Training and Awareness:** The Company provides regular training and awareness programs for employees and workers to ensure compliance with its waste management policy. These programs are designed to promote best practices and ensure that all stakeholders are informed about effective waste management procedures.
7. **Chemical Substitution and Reduction:** The Company actively seek safer alternatives to hazardous chemicals in its products and processes to reduce the use of toxic substances.
8. **Process Optimization:** Continuously improving processes to minimize the generation of hazardous wastes. This includes upgrading equipment and refining procedures to reduce reliance on hazardous chemicals.
9. **Regulatory Compliance:** The Company adheres strictly to relevant regulations and standards for hazardous and toxic waste management, conducting regular audits to ensure compliance and enhance the effectiveness of the waste management practices.

Through these practices and strategies, the Company is committed to responsible waste management and reducing its environmental impact while ensuring regulatory compliance.

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:**

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil	Nil	Nil	Nil

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
Nil	Nil	Nil	Nil	Nil	Nil



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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. 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
Nil	Nil	Nil	Nil	Nil

Yes. The Company is in compliance with the applicable environmental law/ regulations/guidelines in India.

#### 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

None of the manufacturing facilities/offices of the Company fall in/around water stress areas.

- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>Nil</b>	<b>Nil</b>
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	<b>Not Applicable</b>	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	<b>Not Applicable</b>	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	<b>Not Applicable</b>	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	<b>Not Applicable</b>	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	<b>Not Applicable</b>	Not Applicable
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</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.

Not Applicable

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>		-	-
<b>Total Scope 3 emission intensity</b> (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.

Not Applicable

**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.**

Not Applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of RTPFC	Installed a new Reactive Power Factor Correction (RTPFC) system to enhance power factor and reduce power losses.	This initiative led to a reduction in power consumption, which translated into cost savings and a decrease in energy-related emissions.
2	Application of AC Motors	Converted DC motors to more energy-efficient AC motors and installed Variable Frequency Drives (VFDs) on wire drawing machines and coolant pumps.	This resulted in significant energy savings during both operational and idle modes, leading to reduced electricity consumption and operational costs.
3	Installation of LED Lights and LDR Sensors	Replaced traditional lighting with 150 Watt LED lamps and installed Light Dependent Resistor (LDR) sensors for automatic control of lighting based on visibility.	The transition to LED lighting and the use of LDR sensors reduced energy consumption and maintenance costs, contributing to lower greenhouse gas emissions.
4	Upgradation of Energy Efficient Chillers, Pumps, and Cooling Towers	Upgraded to energy-efficient chillers, pumps, and cooling towers and implemented Variable Frequency Drives (VFDs) for cooling tower pump motors.	This upgrade resulted in substantial energy savings and improved cooling efficiency, reducing overall power consumption and environmental impact.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Overhauling MWD Lines and Other Machinery	Overhauled the MWD (Multi-Wire Drawing) lines and other machinery to improve overall machine efficiency and reduce energy consumption.	This initiative led to enhanced machine performance, reduced energy use, and improved production efficiency.
6	High-Speed Insulation Lines Installation	Installed high-speed insulation lines capable of production speeds up to 1200 meters per minute, enhancing power efficiency and product quality.	The new insulation lines achieved better power savings and improved product quality, leading to increased productivity and reduced waste.
7	Coiling Machines Driven Payoffs Upgradation	Upgraded coiling machines with motor-less conical payoffs to replace traditional designs	This upgrade resulted in power savings, fewer breakdowns, and enhanced operational efficiency.
8	800mm Dual Take-up	Replaced the old 630mm dual take-up with a more efficient 800mm dual take-up system.	The new system increased productivity, reduced breakdowns and scrap generation, and improved energy efficiency.
9	New S7 Series PLC	The Old Buncher PLC Panel retrofitted with New S7 Series PLC for improved control and automation.	This retrofitting enhanced system reliability, reduced downtime, and improved operational efficiency.

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

Yes, the Company relies on a comprehensive IT policy to ensure business continuity and manage disaster scenarios, with a primary focus on safeguarding its data servers. Its IT policy includes several crucial measures to maintain operational resilience and protect critical data:

- Regular automated and manual backups of essential data are performed, ensuring that backups are securely stored and regularly tested for effective restoration.
- Defined procedures are in place for promptly reporting and addressing IT incidents to minimize any potential disruptions to the operations.
- The Company's disaster recovery and business continuity plans are tested regularly through simulations to validate their effectiveness and ensure readiness for various scenarios.
- Continuous training is provided to workforce on data security best practices and their specific roles in disaster management, reinforcing overall preparedness.

**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?**

No significant adverse impact to the environment from the value chain partners was observed in the reporting year.

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

The Company is currently in the process of conducting a comprehensive evaluation of its value chain partners with regard to ESG (Environmental, Social, and Governance) aspects. It anticipates completing this evaluation in the coming year.



**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.**

The Company is affiliated with 4 (four) trade and industry chambers / associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Maharashtra Chambers of Commerce Industries and Agriculture (MCCIA)	National
3	Export Engineering Promotional Council (EEPC)	National
4	International Copper Association India (ICA)	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

**LEADERSHIP INDICATORS**

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

S. 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)	Web Link, if available
1	The Company has made significant progress in implementing advanced environmental standards across various areas, including plastic waste management, e-waste management, renewable energy, and business ethics, as well as competency development. It continually strives to improve its impact on sustainable business practices.	The Company actively participates in trade and industry associations, providing insights on relevant issues. Additionally, it addresses government inquiries by channelling industry feedback through these associations when requested.	This is a component of the stakeholder consultation activities undertaken by the respective industry associations.	Reviewed by pertinent business management as circumstances dictate.	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
Nil	Nil	Nil	Nil	Nil	Nil

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company has established a comprehensive mechanism to address community grievances through the Stakeholders Relationship Committee and the CSR Committee. The Stakeholders Relationship Committee manages the overall grievance process, while the CSR Committee specifically handles concerns related to community issues, working closely with local residents and stakeholders involved in CSR projects. Local residents near the plant can raise their concerns directly with the plant HR, and those participating in CSR programs can report issues during those interactions. This integrated approach ensures that grievances are promptly and effectively resolved, reflecting the Company's commitment to strong community relations.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4%	3%
Directly from within India	96%	97%

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	48%	47%
Semi-urban	0%	0%
Urban	23%	22%
Metropolitan	29%	31%

#### LEADERSHIP 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):

Details of negative social impact identified	Corrective action taken
Not Applicable	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Uttarakhand	Haridwar	₹ 53,87,559

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

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

Yes, the Company is dedicated to cultivating an inclusive and diverse supply chain through the active implementation of a preferential procurement policy. This policy guarantees that Micro, Small, and Medium Enterprises (MSMEs), along with suppliers from marginalized and vulnerable groups, including Scheduled Castes, Scheduled Tribes, and women-owned businesses, receive equitable treatment and opportunities in all procurement processes. By prioritizing these groups, the Company aims to drive economic growth and empowerment, supporting sustainable development and fostering inclusive prosperity.

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

4%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil	Nil	Nil	Nil	Nil

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

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

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education: i. Provided Bus to Ankur Vidya Mandir, Pune ii. School van provided to AIMs Seva Ashram iii. Residential Renovation house work done at SAMPARC Orphanage, at Bhaje (Dist. Pune) iv. Provided Computers to SAMPARC Orphanage, at Bhaje (Dist. Pune) v. Provided SOLAR facility for new building to Snehavan Foundation, at Shel Pimpalgaon, Bhaje (Dist. Pune) vi. Provided School Bags and water bottle to Pune District Schools vii. Provided School Bags and water bottle to Roorkee Schools viii. Provided School Bags and water bottle to 3 Schools at Shirval, Dist. - Pune ix. Provided Water Purifier facility to 3 Schools at Shirval, Dist - Pune x. Provided SOLAR facility to Surudh Deaf & Dumb Schools , at Hadapsar, Pune	Refer Note	100%
2	Health: i. Distribution of free artificial limbs in association with Sadhu Vaswani Mission & Rotary Club ii. Installed cardiac ICU Monitor at Dinanath Mangeshkar Hospital, Pune iii. Medical aid Support to Lata Mangeshkar Medical Foundation, Pune iv. Medical aid Support to Maharaj Jagat Singh Medical Trust – Beas Dist. Amritsar, Punjab v. Installed Diabetic Foot Lab at Morya Hospital – Chinchwad, Pune	Refer Note	100%
3	Food & Nutrition: i. Provided food packets to 250 to blind people, at Blind Organization of India, Mumbai	Refer Note	100%
4	Rural Development: i. Distributed a Bolero vehicle to the Roorkee Police; ii. Distributed 22 bikes to Roorkee Police	Refer Note	100%
5	Social Welfare: i. Provided Ambulance to Mother Teresa Mission	Refer Note	100%

Note- Given the nature of the CSR projects, accurately quantifying the exact number of beneficiaries can be challenging. However, the Company has ensured that these projects are designed to benefit marginalized and vulnerable groups, addressing their specific needs and contributing to their well-being.

**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 places significant value on the trust, satisfaction, and loyalty of its customers, who are central to its business operations. It is dedicated to ensuring the safety and quality of its products and actively engage with customers to address their needs and preferences.

To facilitate effective communication and address customer grievances, it has established multiple channels for feedback and complaint resolution. Customers can reach out through the toll-free number, 1800 209 0166, which connects them directly with the Company's customer service team. For added convenience, complaints and feedback can also be submitted via WhatsApp at 020 - 2750 6219 or sent via email to [service@finolex.com](mailto:service@finolex.com).

In addition, the Company recognize the importance of social media in today's digital landscape and offer customers the option to raise issues or provide feedback through various social media platforms. This comprehensive approach ensures that customers have multiple avenues to voice their concerns and receive prompt and effective support. Its commitment to addressing and resolving customer complaints through these channels underscores its dedication to maintaining high levels of customer satisfaction and trust.

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

	As a Percentage of total Turnover
Environmental and social parameters relevant to the product	70%
Safe and responsible usage	70%
Recycling and/or safe disposal	70%

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Advertising	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Cyber-security	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Delivery of essential services	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Restrictive Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Unfair Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes, the Company has a comprehensive framework for cybersecurity and data privacy. The IT policy provides detailed guidelines on managing IT infrastructure and data protection, ensuring confidentiality, integrity, and availability. It applies to all employees, contractors, consultants, and anyone using IT resources, whether through Company-owned or personal devices.



The policy mandates antivirus software on all computers and restricts data exchange ports to prevent unauthorized access. It requires unique user IDs and passwords managed centrally by IT administrators, with access rights granted based on job roles and documented approval from department heads. The policy outlines procedures for installing and managing both standard and non-standard software, prohibiting unauthorized software installations, and requiring prompt application of security updates and patches.

Data backup procedures are outlined, including automated and manual backups, with data stored securely and regularly tested for restoration capabilities. The policy also covers incident management, requiring immediate reporting of data security incidents to IT or HR. Guidelines are provided for best practices, such as locking computers when unattended, avoiding public Wi-Fi, and ensuring proper data saving. Users are responsible for securing their login credentials and device security.

Overall, the Company's IT policy ensures a robust cybersecurity framework, addressing various aspects of data security and privacy to mitigate potential threats and vulnerabilities.

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

No issues relating to advertising and delivery of essential services occurred during the FY.

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

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

Nil

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

Not Applicable

**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 (provide web link, if available).**

The details of the Company's products and their respective categories can be accessed on Company's website - <https://www.finolex.com/>

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

To inform and educate consumers about the safe and responsible usage of the Company's products and services, it employs several key strategies. First, it provides comprehensive user manuals with detailed instructions for each product, ensuring that consumers have clear guidance on proper usage. Additionally, its product catalogue and website offer accessible information on product features, safety protocols, and usage tips. It also conducts training programs for electricians and contractors, equipping them with essential knowledge to ensure they handle and install the products correctly. These initiatives collectively help in promoting the safe and responsible use of the products

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

While the Company's products are not classified as essential services, it maintains a proactive approach to ensuring uninterrupted availability. To date, the Company has not faced any disruptions or discontinuations in its services. However, should any risk of disruption arise, the Company is committed to informing its consumers promptly and transparently. Its mechanisms for communication include direct notifications through its customer service channels, updates on its website, and announcements via email. This approach ensures that the customers are well-informed and can take any necessary actions in response to potential service changes.



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

Yes, the Company displays product information in compliance with local laws and regulations. In addition to the mandatory information, it ensures that its product labels and packaging provide clear, comprehensive details to support informed consumer decisions. This includes product specifications, safety instructions, and usage guidelines.

Regarding consumer satisfaction, the Company actively conducts annual customer satisfaction surveys to gather feedback on its major products. These surveys help the Company to assess and improve its offerings based on customer experiences. Additionally, it performs dipstick surveys through its Customer Relations Department and gather performance ratings from Original Equipment Manufacturers (OEMs) to continuously enhance product quality and customer satisfaction.