

July 1, 2024

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra Kurla Complex, Bandra (East)
Mumbai – 400051

ISIN: INE526E01018

Company Symbol: SHRIPISTON

Subject: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements, 2015, ("SEBI Listing Regulations"), as amended from time to time, please find enclosed Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24, which also forms part of the Annual Report of the Company for the financial year 2023-24.

The same is also available on the website of the Company as part of Annual Report for F.Y. 2023-24 i.e. <https://shrirampistons.com/wp-content/uploads/2024/06/ANNUAL-REPORT-2023-24.pdf>.

We request you to kindly take the above information on record and treat this as compliance with the SEBI Listing Regulations.

Thanking you.

Yours faithfully,

For **Shriram Pistons & Rings Limited**

(Pankaj Gupta)

Company Secretary & Compliance Officer
Membership No.: F4647

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

General Disclosure Questions

I. Details of the listed entity

S.No.	Questions	Responses
1.	Corporate Identity Number (CIN)	L29112DL1963PLC004084
2.	Name of the Listed Entity	Shriram Pistons & Rings Limited
3.	Year of incorporation	1963
4.	Registered office address	3 rd Floor, Himalaya House, 23, Kasturba Gandhi Marg, New Delhi- 110001
5.	Corporate address	3 rd Floor, Himalaya House, 23, Kasturba Gandhi Marg, New Delhi- 110001
6.	E-mail	compliance.officer@shrirampistons.com
7.	Telephone	011-23315941
8.	Website	https://shrirampistons.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 44,04,98,240/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Pankaj Gupta Designation: Company Secretary Email: compliance.officer@shrirampistons.com Phone: 011-23315941
13.	Reporting boundary	The Report is prepared on a standalone basis i.e. Shriram Pistons & Rings Limited ('SPRL' or 'the Company').
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
i)	Manufacturing & Sale of automotive components	Pistons, Piston Pins, Piston Rings, Engine Valves, Cylinder Liners etc.	95%

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
i)	Pistons, Piston Rings, Piston Pins, Engine Valves and Cylinder Liner	281; Sub-division: 2811	95%

III. Operations

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

Location	Current Financial Year	Previous Financial Year
National	14 (3 plants, 5 assembly units, 1 Head Office and 5 Regional Sales Office)	14 (3 plants, 5 assembly units, 1 Head Office and 5 Regional Sales Office)
International	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	45

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

The contribution of Exports is 19% of the total turnover of the Company.

c. A brief on types of customers

SPRL's customers can be broadly classified into the following categories:

- Domestic: OEMs & Aftermarket
- International: OEMs & Aftermarket

IV. Employees

20. Details as at the end of Financial Year: FY 2023-24

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
i)	Permanent (D)	1367	1311	95.9	56	4.1
ii)	Other than Permanent (E)	22	21	95.5	1	4.5
iii)	Total employees (D + E)	1389	1332	95.9	57	4.1
Workers						
iv)	Permanent (F)	2520	2520	100.0	-	-
v)	Other than Permanent (G)	4338	4203	96.9	135	3.1
vi)	Total employees (F + G)	6858	6723	98.0	135	2.0

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently-abled employees						
i)	Permanent (D)	2	2	100	-	-
ii)	Other than Permanent (E)	-	-	-	-	-
iii)	Total Employees (D + E)	2	2	100	-	-
Differently-abled workers						
iv)	Permanent (F)	5	5	100	-	-
v)	Other than Permanent (G)	20	20	100	-	-
vi)	Total Employees (F + G)	25	25	100	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. of Females (B)	No. Females (B/A)
		(B)	(B / A)
Board of Directors (BOD)	10*	2	20%
Key Management Personnel (KMP)	4**	-	-
*Besides the above, there are two (2) Alternate Directors			
**KMP includes MD & CEO and Whole Time Director which are also included under BOD			

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	12%	13%	13%	22%	13%	10%	9%	10%
Permanent Workers	3%	-	3%	2%	-	2%	2%	-	2%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the Holding/ Subsidiary/Associate Companies/Joint Ventures (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?
i)	SPR Engenious Limited	Wholly-owned Subsidiary	100.00	No
ii)	SPR EMF Innovations Private Limited (SPR-EMFI) (formerly EMF Innovations Private Limited)	Step-down Subsidiary*	66.42	No
iii)	SPR Takahata Precision India Private Limited (SPR-TPIPL) (formerly Takahata Precision India Private Limited)	Step-down Subsidiary*	62.00	No
Note:* SPRL acquired the equity stake in 'SPR-EMFI' & 'SPR-TPIPL' through its wholly-owned subsidiary SPR Engenious Limited				

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes
- (ii) Turnover (in Rs.) : Rs. 29,537 Million
- Net worth (in Rs.) : Rs. 19,499 Million

VII. Transparency and Disclosures Compliances

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

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://shrirampistons.com/contact-page/	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes, https://shrirampistons.com/investors-guide-2/ under Contact details of Official for assisting and handling investor grievances	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes, https://shrirampistons.com/contact-page/ Additionally, shareholders can lodge complaints by emailing at compliance.officer@shrirampistons.com or to the Registrar and Share Transfer Agent (RTA) who principally is responsible for managing the share related affairs by emailing at csg-info@alankit.com	Nil	Nil	-	Nil	Nil	-
Employees and workers	Yes, the Whistleblower Policy has been formulated with a view to provide a mechanism for directors, employees and other stakeholders of the Company to approach the Chairperson of the Audit Committee of the Company or other channels set out in this policy, to report violations of the Code of Conduct or any other grievances	Nil	Nil	-	Nil	Nil	-
Customers	Yes, https://shrirampistons.com/contact-page/	50	Nil	Refer Note(1)	77	-	Refer Note(1)
Value Chain Partners	Yes, https://shrirampistons.com/contact-page/	Nil	Nil	-	Nil	Nil	-
Notes:							
(1) Considering the normal turnaround time required to resolve consumer complaints, all the complaints have been resolved during the year for all the businesses up to customer satisfaction.							
(2) The Company's "Vigil Mechanism/Whistle Blower Policy" encourages all the Whistle-Blowers [directors and employees of SPRL (including outsourced, temporary and on contract personnel), stakeholders of the Company, including vendors] to report any kind of misuse of company's properties, mismanagement or wrongful conduct prevailing/executed in the Company. The policy can be accessed at https://shrirampistons.com/pdf/ig/Whistle_Blower_Policy.pdf .							

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 and 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)
i)	Threat to IC Engine due to Electrification and changes due to Advancement in Alternate Fuels	Risk & Opportunity	Government push towards electrification & use of alternate fuels in vehicles to reduce carbon imprint	<ul style="list-style-type: none"> Offer new products for electric mobility through its subsidiary Capture higher market share by continuously upgrading product technology to meet alternate fuel engine specifications Increase sales in replacement markets Create flexibility in production facilities 	<ul style="list-style-type: none"> Opportunity to increase sales and profits by designing niche products for alternate fuels IC engines and also make inroads in the electric vehicle market & new areas based on products offered by subsidiaries Opportunity to increase sales and profits by creating technology differentiators, reworking pricing strategy and adopting an asset light model in manufacturing

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)
ii)	Disruption in Operations due to these factors can have an adverse impact on Company	Risk	Disruptions in supply chain due to ongoing geopolitical situation and its impact on economy	<ul style="list-style-type: none"> • Localization of critical imported items • Inventory management • Optimise production linked remuneration model 	Any disruption in supply chain can have adverse impact on Company's Operations. This is being effectively mitigated by taking all necessary measures
iii)	Natural Calamities, Fire & Environmental Issues	Risk	Disruption in operations due to these factors can have an adverse impact on Company	<ul style="list-style-type: none"> • Meet & exceed statutory requirements • Reservoirs with dewatering pumps to counter flooding, condition monitoring through thermal imaging, load monitoring to ensure fire safety • Fire risk assessment carried out and all gaps closed 	<ul style="list-style-type: none"> • Any disruption in operations can lead to setback in achieving long term goals of the Company • De-risking by starting production at new location
iv)	Cyber Security	Risk	Information relating to Company's operations, business partners, is available on various software being used	<ul style="list-style-type: none"> • Getting cyber risk assessment done. • Implementation of business continuity plans. • Data centre security & network security by having physical access controls. • Configuration of password policy in SAP/ non SAP system • Awareness sessions & quizzes being conducted to raise awareness among employees regarding online scams 	<ul style="list-style-type: none"> • Cyber risk assessment by independent party has been done to mitigate the risk. All precautions to ensure hardware and software safety are being undertaken • Building a very strong firewall – for both incoming and outgoing data
v)	Environment Social Governance (ESG)/ SDG Goals	Risk & Opportunity	Analysing environmental risks such as climate change, resource scarcity, social risks such as high sensitivity about labour practices & human rights, lack of diversity & inclusion and governance risks such as unethical business practices, failure to integrate ESG into corporate strategy	Implementing sustainable practices, regular assessment and establish a dedicated ESG committee responsible for overseeing ESG integration	<ul style="list-style-type: none"> • By prioritizing ESG considerations, Company experience improved risk management, enhanced operational efficiency and increased investor confidence, leading to sustainable long-term financial gains • ESG goals are being tracked by management regularly

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs.	Yes								
b. Has the policy been approved by the Board?	Yes								
c. Web Link of the Policies, if available	https://shrirampiston.com/investors- guide-2/								
2. Has the entity has translated the policy into procedures?	Yes								
3. Do the enlisted policies extend to your value chain partners?	Yes								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 ISO 45001 IATF16949								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none">• Maximize the use of solar power & maximize heat recovery• Minimize groundwater extraction, become net water positive• Compliance with all government rules and regulations• To achieve carbon neutrality by 2045								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none">• 19% of total electricity requirement in Ghaziabad plant met by Solar Power and additional 16% requirement will be met by Solar by next year.• For Bulandshahr Road plant, 40% of total electricity requirement will be met by Solar Power from next year.• Rooftop Solar Power is being implemented in Pathredi Plant. Phase 1 will be implemented during FY 2024-25.• RO System of 200 KLD at Ghaziabad & 400 KLD at Pathredi plant installed to maximise recycling of water and to minimise water extraction. Both the plants are Zero Liquid Discharge plants.• All environment related authorizations/ approvals are in place• Current carbon footprint intensity is 18.74 TCO₂ Eq/ Lac Rs. of production against last year of 22.42 TCO₂ Eq/ Lac Rs.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>At Shriram Pistons & Rings Limited, we recognize that our business activities have a significant impact on the environment and society. As a responsible corporate citizen, we are committed to promoting sustainable development and reducing our carbon footprint.</p> <p>We are committed to reducing our greenhouse gas emissions and promoting the use of renewable energy sources. We are planning to use more than 1/3rd of our energy requirement through renewable sources in all our plants and are actively looking to increase this further. We have also implemented energy-efficient practices and are exploring innovative technologies to reduce energy consumption and improve energy efficiency including heat recovery.</p> <p>We have stopped using wooden pallets in all our plants and replaced them with Plastic/Coco pallets. We have also experimented with Coco pallets for Customer dispatches with encouraging results.</p>								

	<p>We also recognize the importance of ethical labour practices and are committed to ensuring that our employees are treated with dignity and respect. We provide our employees with a safe and healthy work environment and offer training and developmental opportunities to help them grow to their full potential. We conduct regular social interactions and open houses to hear the views of our employees and act on their suggestions.</p> <p>In addition, we are committed to supporting local communities and creating social value through our business activities. We engage with our stakeholders to understand their needs and concerns and work collaboratively to address them.</p> <p>We are working towards providing support to local communities in the areas of Healthcare, Education, Skill Enhancement & Women Empowerment. We endeavor to work towards the betterment of the marginalized section of the society.</p> <p>We believe that transparency and accountability are essential to our sustainability efforts and we are committed to maintaining open and transparent communication with all our stakeholders. We regularly monitor and report on our sustainability performance and strive to continually improve practices and reduce environmental impact.</p> <p>We believe that sustainability is not just a corporate responsibility but also an opportunity to create long-term value for all stakeholders. We are committed to promoting sustainable development and making a positive impact on society.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Board of Directors
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details.	<p>Yes</p> <p>Shriram Pistons & Rings Limited has established a steering committee, led by the MD & CEO and comprises of Executive Director - Works (Ghaziabad/Pathredi), Executive Director - Marketing, CFO, CHRO, Head Legal & Compliance Officer and Dy. Executive Director SCM, to oversee the organization's sustainability efforts. The committee is responsible for making decisions related to the organization's sustainability goals, performance, and future measures.</p>

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 Managing Director & CEO review the performance of the systems and processes in place for NGRBC related principles. The Audit Committee reviews the performance and grievance redressal mechanisms as per the Code of Conduct of the Company.										Ongoing basis									

	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable statutory requirements and rectifies, non-compliance, if any. This is reviewed by the Audit Committee.	Quarterly and as & when required as per statutory requirements								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9
			No, however, as a part of the oversight of the internal financial controls in the Company, the Management and Audit Committee reviews the adherence to the stated policies in the Company. The Internal Audit function assists the Audit Committee with the above.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	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)									
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	7	Outlook of the automotive industry, governance and regulatory compliance requirements, global financial, business trends, CSR and financial reporting, whistle blower, awareness/ compliances of related party transactions, policy on materiality of events, risk management, cyber security risk and ESG commitments.	100%
Key Managerial Personnel	Being done on a regular basis	Updates and awareness related to regulatory changes are provided for the benefit of the Key Managerial Personnel. Topics covered include: Corporate Governance, Companies Act, 2013, SEBI regulations as applicable to the Company, ESG matters, cyber security risk, Code of Conduct, PERCOM Competency Pillar (Performance Management System), Whistle Blower Policy, Prevention of Sexual Harassment, HR Policies, Employee Welfare, Global and National financial updates, Global Business Trends, financial reporting, Awareness/ Compliances of Related Party Transactions, Insider Trading Compliances, Policy on Materiality of events and information to be reported to the stock exchanges etc.	100%

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
Employees (other than BoD and KMPs)	174	6Ps Awareness, Awareness of POSH, Hazard Identification & Risk Assessment, Emergency Preparedness, ESG, Product, awareness on ISO 14001 & 45001, Root Cause Analysis, Core Quality Tools, Cyber Security & IT Systems, TPM, Goal Setting Process, Finance for Non-Finance, Managerial Effectiveness, Strategic Planning & Goal Setting, ESS Training, Insider Trading Compliances, Handling Customer Complaints, Team Building, Well being.	95%
Workers	1748	Behaviour Based Safety, Fire Fighting & Emergency Preparedness, Personal Protective Equipment, Hand Safety & Chemical handling, Discipline/Teamwork, Competency Building on Factory Laws, Breaking Unconscious Bias, Healthy Mind & Healthy Diet, Happiness at the workplace, Measuring Instrument, Calibration, Role of Associate in quality improvement journey.	73%

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 Principles	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred?
Penalty/ Fine	NIL				
Settlement					
Compounding fee					
Non-Monetary					
Imprisonment	NIL				
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.**

As part of Company's Code of Conduct, we have established anti-corruption and anti-bribery guidelines. All employees, the Board of Directors and senior management are considered under the policy. According to the policy, employees are prohibited from offering or receiving bribes in the form of gifts, donations, hospitality, or entertainment from the Company's current or potential suppliers, customers or third parties with business dealings under any circumstances. To demonstrate their understanding of the policy and pledge to follow its guidelines, all employees are encouraged to attend training sessions on it.

The web-link of our code of conduct policy is: <https://shrirampiston.com/investors-guide-2/>.

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

	FY 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	103	115

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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2.24%	1.84%
	b. Number of trading houses where purchases are made from	3	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	30.10%	29.60%
	b. Number of dealers / distributors to whom sales are made	1140	1350
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	44%	44%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	5.27 %	5.50 %
	b. Sales (Sales to related parties/Total Sales)	0.17 %	0.13 %
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	88.56 %	62.40 %

Leadership Indicators

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

The Company is committed to conducting business in an ethical, fair, legal, socially and environmentally responsible manner. The Company's business partners are an integral part of the ecosystem and the Company encourages its business partners to be responsible corporate citizens. The Company has in place a documented Code of Conduct for Suppliers to emphasize its commitments in the areas of business integrity, human rights, labour practices, environment stewardship, etc.

All the agreements/contracts/purchase orders entered into by the Company with the business partners include stated confirmation on the above-mentioned aspects. The Code of Conduct for Suppliers is available at <https://shrirampistons.com/pdf/Suppliers-code-of-conduct.pdf>. The process of holding discussions and conducting awareness sessions with our value chain partners on these principles has been initiated.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
32	Safety, Legal Aspects, Health, Environment & Women Hygiene	70%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If Yes, provide details of the same.

Yes. The Company has established stringent procedures to prevent Board members from engaging in conflicts of interest. The Board's Code of Conduct, Code on Prevention of Insider Trading and Policy on Related Party Transactions provide guidelines for avoiding conflicts of interest and are applicable to all Directors. In accordance with the policy, Senior Management and Board Members do not participate in any circumstance in which they may have a conflict of interest with the Company and they confirm such status to the Board annually.

The goal of the Policy on Related Party Transactions is to make sure that all transactions between the Company and related parties are properly reported, approved and disclosed. The Director who is concerned or interested cannot discuss or approve contracts or arrangements with related parties.

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

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	The Company has an in-house Research & Development (R&D) facility where experts work on various innovations/technologies including finding pathways for bringing on more sustainable and environment-friendly products.
Capex	11%	7%	The capital spending includes investments in renewable energy, installation of environment monitoring systems, expenditure on energy-efficient equipment, waste reduction & treatment infrastructure, automation of laborious activities and improvement of safety infrastructure among others. For more specific details, please refer to Annexure- III of the Board's Report.

2. Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?

Yes, the Company has established a Sustainable Supplier Assessment Framework. Sustainable sourcing is done for purchase (about 60% by value) from suppliers, who are either certified for ISO 14000 or OHSAS 18000.

Company strives to procure components without compromising on quality. It has been encouraging and supporting its suppliers towards meeting all Regulatory compliance aspects.

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.

We have ideal waste management practices in place for plastics, e-waste, and hazardous waste. We work with certified partners to co-process waste.

Waste is collected, dismantled, segregated and stored based on the category of waste, with hazardous waste disposed of within 90 days. All waste is disposed of for recycling or final disposal in accordance with generation, accumulation and safety standards. The following is the disposal process for the various types of waste:

Plastic Waste: The Company has been registered as a brand owner and importer with CPCB under the EPR obligation as part of compliance under the Plastic Waste Management Rules. The Company has engaged Plastic Waste Reprocessing agencies authorized by CPCB for the recycling of plastics waste.

E-waste: Disposed off to the authorized party for re-cycling

Hazardous Waste:

- Oily Cotton Rags - Disposed off to the authorized party for Co-processing
- Grinding Sludge - Disposed off to the authorized party for treatment & recycling
- ETP Sludge - Disposed off to the authorized party for Co-processing
- Used/ Waste Oil - Disposed off to the authorized party for incineration
- Empty Container - Disposed off to the authorized party for treatment & recycling
- Multi Effect Evaporator Salt - Disposed off to the authorized party for landfilling at Government authorized site
- Aluminum Dross - Disposed off to the authorized party for recycling

Other Waste: All other non-hazardous waste is sold off to established scrap dealers.

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, EPR is applicable to the Company under PWM Rules, 2016. The Plastic packaging introduced into the market is recycled through the CPCB (Central Pollution Control Board) authorized plastic waste re-processors. During the year, 100% of the plastic packaging introduced into the market was recycled by the plastic waste re-processing agencies.

Leadership Indicators

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

Yes,

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Was it conducted by an Independent external agency	Have results been communicated in public domain	If yes, provide the web-link
281	Pistons, Piston Rings, Piston Pins, Engine Valves	95	Cradle to Gate	No	No	-

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

Name of Product / Service	Description of the risk / concern	Action Taken
Chromic acid	Health & Safety Risk	Chromic acid is used in the surface coating process. The effluent generated from the process is treated chemically at ETP. The sludge thus generated is packed in HDPE bags and sent to the authorised TSDF site for further treatment and disposal.

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

Indicate Input Material	Recycled or re-used material to total material	
	FY 2023-24	FY 2022-23
Raw Material - Ferrous/Non-Ferrous	68%	50%

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
	Tons	Tons	Tons	Tons	Tons	Tons
Plastics (including packaging)	144	-	-	130	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic Bin/ Pallet	52%

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

Essential Indicators

1. Well-being of employees and workers

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1311	1311	100	1311	100	-	-	-	-	-	-
Female	56	56	100	56	100	56	100	-	-	56	100
Total	1367	1367	100	1367	100	56	4	-	-	56	4
Other than Permanent Employees											
Male	21	21	100	21	100	-	-	-	-	-	-
Female	1	1	100	1	100	1	100	-	-	1	100
Total	22	22	100	22	100	1	5	-	-	1	5

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2520	2520	100	2520	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	2520	2520	100	2520	100	-	-	-	-	-	-
Other than Permanent Workers											
Male	4203	4203	100	4203	100	-	-	-	-	-	-
Female	135	135	100	135	100	135	100	-	-	135	100
Total	4338	4338	100	4338	100	135	3	-	-	135	3

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.05%

2. Details of retirement benefits

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes
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, in accordance with requirements, the necessary arrangements are made to promote accessibility for employees and workers with disabilities.

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 a policy on equal opportunity and non-discrimination titled "Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016" which is available on the website at <https://shrirampistons.com/investors-guide-2/> under the "Policies" tab.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	N/A	N/A	N/A	N/A
Female	50%	100%	100%	100%
Total	50%	100%	100%	100%

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 mechanism in brief)
Permanent Worker	Yes, an approved Grievance Committee of 20 members, including workers and staff from each plant has been set up, so that the entire plant is covered. The monthly meeting is conducted in which grievances are noted by each plant representative. The issues are further escalated to the concerned Department for resolving within the defined time frame. The status of resolved or pending issues are informed to all concerned.
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1367	-	-	1364	-	-
-Male	1311	-	-	1305	-	-
- Female	56	-	-	59	-	-
Total Permanent Workers	2520	2520	100	2597	2597	100
- Male	2520	2520	100	2597	2597	100
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category		FY 2023-24				FY 2022-23				
	Total (A)	On health & safety measures		On skill up-gradation		Total (D)	On health & safety measures		On skill up-gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1332	827	62	1142	86	1307	809	62	1118	86
Female	57	24	42	35	61	57	23	40	24	42
Total	1389	851	61	1177	85	1364	832	61	1142	84
Workers										
Male	6723	2561	38	5401	80	6965	3513	50	4769	68
Female	135	92	68	99	73	55	32	58	49	89
Total	6858	2653	39	5500	80	7020	3545	51	4818	69

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1332	1318	99	1307	1305	99
Female	57	57	100	57	59	98
Total	1389	1375	99	1364	1364	99

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	6723	6268	93	6965	5844	85
Female	135	133	99	55	-	-
Total	6858	6401	93	7020	5844	84

10. Health and safety management system

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

Yes, we have implemented Management System ISO 45001:2018 for Health & Safety, covering all the processes in the manufacturing of Products. All employees are covered under this system. At each of our locations, we have a well-established EHS function that effectively facilitates the implementation of all occupational health and safety policies and procedures. In addition, in order to steer site-level safety initiatives, each location has a Safety Committee that includes employees and senior management from the plant. The Company's EHS team reviews and monitors safety performance on a regular basis using specific leading and trailing indicators.

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

The Company has a Health and Safety Policy. The health and safety guidelines are applicable to all operating locations of the Company and lay down the required parameters to be followed at all the locations. Some of the key processes for identifying work-related hazards and assessing risks on a routine and non-routine basis are given below:

- Process of Hazard Identification and Risk Assessment at regular intervals
- Process of Safety Audit & Inspections
- Process of seeking employee suggestions
- Process of engaging employees in safety activities through safety meetings, communication meets, tool box talks & celebration of events like safety month.

- 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 a safety incident reporting system that allows workers and employees to report accidents, near misses and identified safety hazards (unsafe acts and unsafe conditions) to the EHS department, toolbox talks and site-level safety committees.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Y/N)

Yes, workers and employees have access to non-occupational medical and healthcare services. Employees receive free diagnostic camps, awareness programs, and regular medical examinations.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	0.90
	Workers		0.21
Total recordable work-related injuries	Employees	NIL	-
	Workers		4
Number of fatalities	Employees	NIL	-
	Workers		-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	-
	Workers		-

*Including in the contract workforce

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

In line with the Company's Health and Safety Policy, there are various measures taken to ensure access to a safe and healthy work-place to all employees and workers. The Company invests in technologies and processes to avoid and minimize the manual interface with machines. The Company ensures that all statutorily required norms are complied with and gets safety audits done for validation.

Further, the Company endeavors to design any new facility by using the latest technology and include all possible safety measures such that there is near zero risk to human health. The Company recognizes its workforce as the most valued asset and is dedicated to ensuring their safety and well-being. Measures have been implemented at all locations to provide everyone with a safe working environment. The following measures are implemented to ensure a safe working environment:

- i) Medical Insurance coverage is provided to all employees.
- ii) First Aid and other medical services are readily available for all personnel at all location.
- iii) The Company believes in training its personnel on the best safety procedures and skills to ensure that they carry out their duties in an efficient and safe manner.
- iv) Occupational Health is another aspect that is carefully monitored to ensure that all processes are safe and do not pose potential harm to the health of its personnel.
- v) Inspection Systems are put in place and regular audits are conducted to identify any potential shortcomings of the processes and ensure that any and all potential safety and health issues are mitigated.

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

	FY 2023-24			FY 2022-23		
	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	5	NIL	-	2	NIL	-
Health & Safety	-	NIL	-	1	NIL	-

14. Assessments for the year

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

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

The Company continuously monitors and assesses its health and safety practices and working conditions. Investigation is conducted in case any incident is reported using various methodologies to identify the root cause. The investigation team presents corrective and preventive measures which is reviewed at various levels by the management. Such corrective actions are then deployed horizontally across locations. A few of the actions to improve Safety conditions at the shop floor are as follows:

- i) Static charge dissipater installed for fire prone areas
- ii) Addition of Hose reels at specific locations
- iii) Hand railing around fire extinguishers to prevent hit incidents
- iv) Provision of fire suppression system in the exhaust ducts
- v) Acoustic enclosure on vibrating machines, etc.

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)?

Employees	Yes
Workers	Yes

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

Company conducts due diligence from time to time to ensure that partners in the value chain deduct and deposit required statutory fees. Additionally, this is examined as part of Company's internal audit process. Business agreements with value chain partners mandates that the value chain partners comply with all the statutory laws, Regulations and rules made thereunder. In addition, we regularly interact with partners in the value chain to educate them about responsible business practices and guarantee their compliance with statutory requirements like these.

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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	NIL	NIL	NIL	NIL
Workers				

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

Extensions/ Contractual employment is given to retiring employees on case to case basis. Additionally, medical insurance continuity is being provided for retirees.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	79
Working Conditions	79
Note: The Company has assessment system which includes Health & Safety condition and Working Condition during new vendor registration and also included in the General Terms & Conditions of the agreements.	

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

No significant risks or concerns were identified from assessment of health and safety practices and working conditions of value chain partners. However, necessary corrective and preventive actions were taken, wherever necessary, to improve the health and safety practices and working conditions of value chain partners.

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

Essential Indicators

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

Enhancing stakeholder value is at the heart of management strategy. By regularly engaging with stakeholders to comprehend their distinct requirements, interests and expectations, we foster close collaboration with them. We constantly reach out to our internal and external stakeholders through a variety of channels as we recognize that value is created not only within the organization but also through relationships with others. Stakeholders were selected based on their influence (via internal decisions and policies) on the Company and impact on their business due to the Company's business choices and the implications of those decisions. The Company has identified both internal stakeholders (employees, senior management and the Board of Directors) and external stakeholders (value chain partners, consumers and the community at large).

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mails, Internal newsletters, Communication meetings, Leadership site visits and interactions, Employee engagement survey, Induction and regular training programmes, Tool box talks, Regular drills on safety	Regularly	Vision and mission of the company, business performance and plans, welfare, health and safety of the employees and their families, assuring support of management to employees, work place hazards and controls, skill development, rewards and recognitions, sensitizing on core values.
Shareholders & Investors	No	Annual General Meeting, Corporate Website, Annual Report, Social Media Earning Calls (maiden call), Press Releases, Grievance Redressal Mechanism, Newspaper, Publications, Emails & Text Messages	Quarterly	Improved profitability and growth of organization, transparent and effective communication, investor servicing, sound corporate governance mechanisms
Regulatory Bodies	No	Periodic Reports, Regular direct and indirect interactions through industrial associations and other bodies	Monthly/Annually	Compliance of rules and regulations, submission of reports under various statutes at specific intervals and response to any issues raised by Government/ regulatory authority.
Communities	Yes	Open dialogue with local communities, Need based surveys to understand the community requirements, Awareness meets and Health camps	Regular engagement	Health and hygiene in rural community, education & infrastructure and water conservation
Value Chain Partners	No	Regular meeting with the Suppliers, Plant visits, Interactions on a regular basis	Regular engagement	Share best practices among industries, competency development of local vendors, rewards and recognitions
Customers	No	Regular personal interactions and discussions, Market surveys, Customer surveys, Plant visits	Regular engagement	Prompt response to customer complaints, focus on product/service quality and timely delivery, building trust among the customers

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 review of all shareholder related matters are reviewed by the Stakeholders Relationship Committee (SRC) and the Corporate Social Responsibility (CSR) programmes of the Company are reviewed by the Corporate Social Responsibility Committee of the Company. The Board is kept abreast of various developments and feedback on the same is sought from the Directors.

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, the Company undertakes consultation with stakeholders to help identify and prioritize environmental and social issues as part of its CSR activities.

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

The Company identifies the needs of communities including vulnerable and marginalised groups and accordingly takes up various programs under Corporate Social Responsibility initiatives. The initiatives undertaken by the Company under the thrust areas of Corporate Social Responsibility are after assessing the need of the communities including the vulnerable/ marginalised stakeholder groups and other members of the community. The Company has undertaken activities in the areas of healthcare including preventive healthcare, old age home development, education support to the students, skill development training, support to specially-abled groups, women empowerment and rural development.

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			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1367	695	51	1364	569	42
Other than Permanent	22	8	36	17	12	71
Total Employees	1389	703	51	1381	581	42
Workers						
Permanent	2520	2520	100	2597	2597	100
Other than Permanent	4338	3925	90	4423	3963	90
Total Workers	6858	6445	94	7020	6560	93

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1367	2	0.1	1376	99.9	1364	-	-	1364	100
Male	1311	2	0.1	1315	99.9	1305	-	-	1305	100
Female	56	-	-	61	100	59	-	-	59	100
Other than Permanent	22	-	-	22	100	17	-	-	17	100
Male	21	-	-	21	100	14	-	-	14	100
Female	1	-	-	1	100	3	-	-	3	100
Workers										
Permanent	2520	-	-	2520	100	2597	-	-	2597	100
Male	2520	-	-	2520	100	2597	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	4338	142	3	4196	97	4423	146	3	4277	97
Male	4203	140	3	4063	97	4368	144	3	4224	97
Female	135	2	1	133	99	55	2	4	53	96

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) (Non-Executive Directors)	10	Rs. 1.41 Mn.	2	Rs. 5.25 Mn
Key Managerial Personnel	4	Rs. 46.58 Mn.	-	-
Employees other than BoD & KMP	1311	Rs. 0.73 Mn.	56	Rs. 0.74 Mn.
Workers (Permanent)	2520	Rs. 0.46 Mn.	-	-

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % to total wages	2.30%	1.40%

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, Ms. Poonam Bharti, the Chief Human Resources Officer of the Company, is responsible for addressing any human rights issues caused or contributed by the business. The Company has a Human Rights Policy which can be accessed at the Company's website at <https://shrirampistons.com/investors-guide-2/> under the "Policies" tab. The objective of the policy is to promote and protect human rights within the organization and across business operations and supply chain. The Company is committed to upholding the fundamental principles of human rights, ensuring fair treatment, dignity and equality for all individuals associated with the Company, including employees, contractors, customers and stakeholders. Through this policy, the Company aims to create a positive and inclusive work environment while respecting and supporting human rights as defined by international laws and conventions.

In addition to the above, an ESG Steering Committee under the social pillar has a meeting every quarter to address human rights impacts or issues caused or contributed by the business.

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

The Company is committed to providing a safe and conducive work environment to all of its employees and workers. Transparency and openness are organizational values and are practiced across all levels. Employees are encouraged to share their concerns with their reporting manager or the members of the Senior Management. Employees can reach out independently to the Human Resource department if they so choose. The Company has an open-door approach, wherein any employee irrespective of hierarchy has access to the Senior Management. In addition, the Code of Conduct for Employees and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct in the organization in an anonymous manner including grievances related to human rights issues.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other Human rights related issues	Nil	Nil	-	Nil	Nil	-

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

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

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

The Company believes in the principle of natural justice and ensures that full confidentiality of the complainant is maintained during and after the resolution of the complaint. Such complaints are usually handled by senior members of the organization. These members are trained on aspects like how such complaints must be handled, the rights of complainants and manner of dealing with complaints and respondents, sensitivity and judgment to be applied on such matters.

The members handling such complaints maintain full confidentiality to protect the complainant during as well as after closure of complaints. The complainant is protected against any adverse action not limited to harassment, unfair termination of employment, demotion, suspension and biased behavior.

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

Yes, all critical human rights requirements are part of business agreements and Contracts/Code of conduct with the business partners. Further, the Code of Conduct for Business Partners is applicable to all the suppliers and service providers according to which suppliers are expected to respect human rights and avoid causing/contributing to human rights infringements through their business actions.

10. Assessments for the year:

	% of Plants/ Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/ Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Others- please specify	-

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

No significant deviations were observed in relation to aspects described in Question 10 above.

Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints as there was no complaint/grievance related to human rights during the year.

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

The Company recognizes the upholding of human rights as an integral aspect of doing business and has implemented systems and controls to ensure the protection of human rights. The company strictly prohibits the engagement of child labour and controls ensure that individuals below 18 years of age cannot be on-boarded onto the Manpower system. Furthermore, the Company does not engage in forced labour practices. Salaries of all employees are deposited directly into their bank accounts.

The Company works towards providing equal employment opportunities, ensuring distributive, procedural & interactional fairness, creating a harassment-free, safe environment and respecting fundamental rights. As an equal opportunity employer, meeting or exceeding minimum wages and no discrimination is tolerated in any aspect. Any identified risks are dealt with corrective actions and closely monitored for progress at periodic frequencies.

Further, the Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder. Internal Complaints Committee ('ICC') is in place for all works and offices of the Company to redress complaints received regarding sexual harassment.

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, in accordance with requirements, the necessary arrangements are made to promote accessibility for employees and workers with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done) assessed
Sexual Harassment	77
Discrimination at workplace	77
Child Labour	77
Forced/Involuntary Labour	77
Wages	77
Others – please specify	-

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

No significant deviations were observed in relation to aspects described in Question 4 above.

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	9,45,80,788 MJ	3,16,53,763 MJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	9,45,80,788 MJ	3,16,53,763 MJ
From non-renewable sources		
Total electricity consumption (D)	58,90,21,262 MJ	62,44,13,675 MJ
Total fuel consumption (E)	8,43,55,540 MJ	7,16,90,971 MJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	67,33,76,802 MJ	69,61,04,647 MJ
Total energy consumed (A+B+C+D+E+F)	76,79,57,590 MJ	72,77,58,406 MJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	2,600 MJ / Lac Rs.	2,794 MJ / Lac Rs.
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	59,488 MJ / Lac Rs.	63,920 MJ / Lac Rs.
Energy intensity in terms of physical output Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

No site/facilities of the Company is classified as designated consumer under the Performance, Achieve, and Trade (PAT) scheme.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by Source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	3,85,180	3,81,550
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,85,180	3,81,550
Total volume of water consumption (in kilolitres)	3,66,585	3,43,983
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1,241.1 L/ Lac Rs.	1,320.5 L/ Lac Rs.
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	28,396.5 L / Lac Rs.	30,212.4 L / Lac Rs.
Water intensity in terms of physical output (optional) – the relevant metric may be selected by the entity	-	-

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

No.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	18,595 Kilo litre	37,567 Kilo litre
- No treatment	-	-
- With treatment - please specify level of treatment	18,595 Kilo litre Tertiary Treatment + RO	37,567 Kilo litre Tertiary Treatment + RO
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged	18,595 Kilo litre	37,567 Kilo litre

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

No

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

Yes, our plant operations in India are located in the state of Uttar Pradesh, which has become zero liquid discharge during the year & plant in Rajasthan is already a Zero Liquid Discharge plant. In addition, the effluent from the plants is treated in state-of-the-art ETP/STP and treated through RO system, the treated water is utilized for processes and secondary purposes such as toilet flushing and/or maintaining greenbelt development within the plant premises.

The management of treated effluents generated during the plant operations and their disposal is outlined in the individual plant operating consent orders issued by the respective State Pollution Control Boards, which our plants diligently adhere to. Aligned with these consent orders/authorizations, our plants have implemented comprehensive tertiary treatment to recycle treated effluents for process reuse.

Moving forward, our approach shall embrace a holistic perspective, encompassing all aspects of water sourcing and its efficient utilization. Our ongoing efforts are reducing freshwater usage by increasing treated water in our processes and for other sanitation purposes. Furthermore, efforts are on to increase water augmentation through rainwater harvesting and recharge within the plant and outside premises.

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	FY 2022-23
NOx	Micrograms Per Cubic Meter	15.58	15.35
SOx	Micrograms Per Cubic Meter	6.84	6.16
Particulate matter (PM)	Micrograms Per Cubic Meter	26.40	26.57
Persistent organic pollutants (POP)	Micrograms Per Cubic Meter	-	-
Volatile organic compounds (VOC)	Micrograms Per Cubic Meter	-	-
Hazardous air pollutants (HAP)	Micrograms Per Cubic Meter	-	-
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. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, the results are certified by NABL approved third party lab i.e. Asia Enviro-lab.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	T CO ₂ e	11413.06	8932.64
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	T CO ₂ e	232336.35	246296.70
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	T CO ₂ e / Lac Rs.	0.82	0.98
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	T CO ₂ e / Lac Rs.	18.74	22.42
Total Scope 1 and Scope 2 emission intensity in terms of physical output Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric	-	-	-

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

No

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

Yes, our organization is actively engaged in efforts to cut down on greenhouse gas (GHG) emissions from our business activities. We have launched a variety of initiatives to bolster our reliance on renewable energy. The below initiatives have resulted in a cumulative reduction of CO₂:

- The Company has converted 19% of daily energy consumption at one of its plant from thermal to an alternative renewable energy source i.e. solar energy, which is planned to increase to 35% by FY 2024-25
- Company plans to convert 40% of daily energy consumption from thermal to an alternative renewable energy source i.e. solar energy at its other plant
- Rooftop Solar Power is being implemented in Pathredi Plant. Phase 1 will be implemented during FY 2024-25
- Installation of Solar street lights thereby replacing LED light
- Replacement of conventional fans with BLDC fans
- Power saving by modification on machines and improving processes
- Energy saving on Holding furnaces by upgrading electrical controls at specific places and conversion from two-phase electric power to three-phase electric power
- Retrofitting of energy-efficient EC fans in comfort air cooling units and cooling towers
- Usage of PNG to reduce emissions
- Installation of intelligent evaporator for final water treatment
- Contactless temp monitoring system

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	144.68 Metric Ton	119.45 Metric Ton
E-waste (B)	7.67 Metric Ton	5.40 Metric Ton
Bio-medical waste (C)	0.11 Metric Ton	0.03 Metric Ton
Construction and demolition waste (D)	324.00 Metric Ton	570.00 Metric Ton
Battery waste (E)	4.14 Metric Ton	8.79 Metric Ton
Radioactive waste (F)	-	-
Other Hazardous Waste. Please specify, if any. (G)	4255.81 Metric Ton	3800.78 Metric Ton
Other Non Hazardous Waste (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	18161.46 Metric Ton	16412.89 Metric Ton
Total (A+B + C + D + E + F + G + H)	22897.85 Metric Ton	20917.34 Metric Ton
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	77.52 Kg/ Lac Rs.	80.30 Kg/ Lac Rs.
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1773.72 Kg/ Lac Rs.	1837.19 Kg/ Lac Rs.
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	14080.32 Metric Ton	13068.15 Metric Ton
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	14080.32 Metric Ton	13068.15 Metric Ton
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	318.81 Metric Ton	180.93 Metric Ton
(ii) Landfilling	279.17 Metric Ton	317.39 Metric Ton
(iii) Other disposal operations	8143.21 Metric Ton	7304.62 Metric Ton
Total	8741.18 Metric Ton	7802.94 Metric Ton

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

No.

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

We prioritize responsible waste management to reduce our environmental impact. We have a system in place to sort waste at generation place into categories like recyclables, organic matter & non-recyclables and we ensure proper disposal through vendors approved by the Pollution Control Board.

We also treat the wastewater produced at our facilities through an ETP and STP. The Company is dedicated to minimizing the use of toxic chemicals, including those used in STP operations and cleaning routines.

Waste management practices are governed by the Consent Orders and hazardous waste authorizations issued by the respective State Pollution Control Boards in our operational areas. Our operations are committed to driving initiatives focused on waste elimination, minimization and recycling in compliance with relevant legal requirements and available opportunities.

- 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? If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year**

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company complies with the applicable environmental laws/ regulations/ guidelines.

S. No.	Specify the law/ regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

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: Pathredi, Rajasthan
- Nature of Operations: Manufacturing
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by Source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,14,746	98,732
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	1,14,746	98,732
Total volume of water consumption (in kilolitres)	1,14,746	98,732
Water intensity per rupee of turnover (Water consumed / turnover*)	388.48 L/ Lac Rs.	379.01 L/ Lac Rs.
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

Yes, the water audits have been carried out by PHD Chamber of Commerce as per the guidelines of CGWA.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Currently, Scope 3 emissions are not being monitored by the Company.

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

No

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. The Company operates from sites which are located in industrial areas.

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
i)	Energy Conservation	- Wall Bracket fans replaced with BLDC fan motors - Thyristor based heating in furnaces - Heat load balancing in melting furnace	The use of the latest technology and solutions has resulted in a significant reduction in energy consumption.
ii)	Use of renewable energy	We have taken significant strides by enhancing the use of renewable energy within our organization.	Our strategic adoption of renewable energy sources has resulted in a significant reduction of our carbon emissions, exemplifying our dedication to environmental sustainability.
iii)	Recycling of wastewater	We have taken a significant step towards environmental conservation by installing in-house ETP/STP and RO water treatment plants to achieve zero liquid discharge status.	The recycling and re-using of processed water allows to reduce our water footprint and promote sustainable water management

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

Yes, the Company has a Business Continuity Plan (BCP) and disaster management plan designed to address the threat of disruptions to business activities or processes. Business Continuity Planning validates the adequacy of the existing systems and processes to prevent and recover from potential risks. It ensures continuity of delivery of products or services at pre-defined acceptable levels following a disruptive incident. Comprehensive Business Continuity Plans have been made covering all facets of operations and are being tested periodically. Risk mapping is one for all such risks based on their likelihood and impact. Audits and mock drills are regularly being carried out to make the system more robust and to check the healthiness of the emergency response procedure. Regular training is conducted for all the concerned on the use of equipment like fire extinguishers and First-Aid treatment.

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, there is no significant adverse impact to the environment, arising from the value chain of the entity.

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

We have assessed maturity and impact of 51.71% of raw material and packaging material suppliers.

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 : 14
- 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
i)	Confederation of Indian Industry (CII)	National
ii)	Indo-German Chamber of Commerce	International
iii)	Automotive Component Manufacturers Association of India	National
iv)	Engineering Export Promotion Council	National
v)	PHD Chamber of Commerce and Industry	National
vi)	Indian Trade Promotion Organisation	National
vii)	Association Chamber of Commerce & Industry of Uttar Pradesh	National
viii)	Aluminium Association of India	National
ix)	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
x)	The Associated Chambers of Commerce & Industry in India (ASSOCHAM)	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		

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
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
The Company has not conducted any social impact assessment					

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)
Not Applicable						

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

The Company works closely with the community in the identified areas for carrying out the Corporate Social Responsibility initiatives. The Company's CSR department has a community feedback mechanism across all its CSR projects. Any aggrieved individual/group can express their grievances through this annual exercise or a when-required basis. Such mechanism provides people with ample opportunities to gauge and address community concerns.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.77 %	4.89 %
Directly from within India	79.10 %	77.85 %

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	FY 2022-23
Rural	24%	22%
Semi-urban	-	-
Urban	-	-
Metropolitan	76%	78%
Total	100%	100%

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

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	

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

Not applicable

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

No, we don't have a preferential procurement policy.

b. From which marginalized/ vulnerable groups do you procure?

The criteria for the selection of goods and services are quality, reliability and cost, the Company gives preference to diversified supply chain partners with micro and small scale industries that meet its quality, delivery, cost and technology expectations.

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

The Company's Responsible Sourcing Standard describes the requirements and ways of working that are applied together with the suppliers to ensure the sustainable long-term supply of materials and services to the Company.

While the criteria for selection of goods and services are quality, reliability and cost, the Company gives preference to diversified supply chain partners with micro and small-scale industries who meet its quality, delivery, cost and technology expectations.

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

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
Not Applicable			

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		

6. Details of beneficiaries of CSR Projects

S.No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
i)	Healthcare	92,490	100%
ii)	Sanitation Initiatives	19,000	100%
iii)	Rural Development	12,850	100%
iv)	Education	3,800	100%
v)	Self-defence training for girls	1,200	100%
iv)	Vocational Skills Initiatives	140	100%

Besides the above, the Company has also undertaken projects viz. Heritage Preservation and Environment Preservation.

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 treats customer complaints with utmost priority and believes that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. The Company provides multiple avenues for customers to raise queries or complaints and provide feedback. The Sales/ QA team is in regular touch with the customers to ensure that timely resolution of customer queries is provided. Customers can also voice their concerns via a specific email address or phone number listed on the product packaging.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	Being done wherever required
Recycling and/or safe disposal	100 %

3. Number of consumer complaints in the previous financial year

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	NA	NA	-	NA	NA	-
Restrictive Trade practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons for Recall
Voluntary Recalls	Nil	-
Forced Recalls	Nil	-

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

Yes, the Company has a policy on cyber security and risk related to data privacy.

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

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	Not Applicable
b. Percentage of data breaches involving personally identifiable information of customers	
c. Impact, if any, of the data breaches	

Leadership Indicators

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

The platforms used for the information are the Company's website, Annual Report, social media platforms and media advertisement/ publications. Information relating to all the products and services provided by the Company is available on the Company's website at <https://shrirampistons.com/>.

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

The Company undertakes extensive training of Channel Partners on the safe fitment of products. This training manual also forms part of product catalogue and a fitment guide also forms part of the overall packing of products. During the training with the Channel Partners, they are made aware of the safe usage of products.

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

Not Applicable

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 ensures that all the information required to be displayed on the product labels as per the applicable rules and regulations are properly displayed. Further, safe fitment information forms part of catalogue and is also mentioned on a slip in the packing box.

The Company constantly stays in touch with customers through extensive sales channel and is always abreast of all customer feedback. The Company has also conducted formal surveys as a part of quest to win the TPM Excellence Award from JIPM, Japan.