

August 01, 2024

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Scrip Code: 502219	National Stock Exchange of India Limited Exchange Plaza, C-1, Block - G, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Symbol: BORORENEW
--	--

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24.

Please find enclosed the Business Responsibility and Sustainability Report ('BRSR') of the Company for the financial year 2023-24, which also forms part of the Company's Integrated Annual Report for the financial year 2023-24.

BRSR is also available on the Company's website at www.borosilrenewables.com.

Please take the above on record.

Thanking you,

For Borosil Renewables Limited

Ravi Vaishnav
Company Secretary & Compliance Officer
(Membership No. ACS - 34607)

Encl: As above.

Works:
Ankeshwar-Rajpipla Road,
Village Govali, Tal. Jhagadia,
Dist. Bharuch- 393001,
(Gujarat), India
T : +91 2645-258100
F : +91 2645-258235
E : brl@borosil.com



OHSAS
18001:2007
ISO 14001:2015
ISO 9001:2015
www.tuv.com
ID 9105060720



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

At Borosil Renewables Limited, our Business Responsibility and Sustainability Report (BRSR) complies with the updated annexures and guidelines issued by SEBI. We are committed to sustainable growth, integrating sustainability into all our business practices. Our products are designed to meet consumer needs while minimizing environmental impact and maintaining a low carbon footprint.

In 2021, we established a dedicated ESG Committee to oversee our ESG strategy and performance, ensuring alignment with our Company's purpose and our progress towards sustainable growth. Our goal is to build on our achievements and set benchmarks that meet global standards, showcasing the best of Indian innovation.

Our ESG Committee is aligned with our sustainability goals and the ESG initiative is driven and monitored at three levels:



TABLE OF CONTENTS



[Section A - General Disclosures](#)



[Section B - Management and Process Disclosures](#)



[Section C - Principle wise Performance Disclosure](#)
[PRINCIPLE 1](#)



[PRINCIPLE 2](#)



[PRINCIPLE 3](#)



[PRINCIPLE 4](#)



[PRINCIPLE 5](#)



[PRINCIPLE 6](#)



[PRINCIPLE 7](#)



[PRINCIPLE 8](#)



[PRINCIPLE 9](#)



SECTION A

GENERAL DISCLOSURE

Borosil Renewables strategy focuses on embedding sustainability into its manufacturing processes and expansion plans while cultivating a diverse and inclusive environment. In a fast-changing world where sustainability is crucial, we are committed to leading the way towards an eco-conscious future for everyone.

STAKEHOLDERS



MATERIAL TOPICS

- Human Rights
- Code of Conduct
- Labour Management
- Diversity, Equity & Inclusion
- Customer Relation
- Talent Development, Attraction, Engagement & Retention
- Innovation, Research & Development

SUSTAINABLE DEVELOPMENT GOALS



CAPITALS



I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Company	L26100MH1962PLC012538
2. Name of the listed entity	Borosil Renewables Limited
3. Year of incorporation	1962
4. Registered office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
5. Corporate office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
6. Email	investor.relations@borosilrenewables.com
7. Telephone	022-6740 6300
8. Website	www.borosilrenewables.com
9. Financial year for which reporting is being done	April 01, 2023 – March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) National Stock Exchange (NSE)
11. Paid-up Capital	Rs. 1305.38 lakhs (as on March 31, 2024)
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mr. P.K. Kheruka, Executive Chairman Email: investor.relations@borosilrenewables.com Tel: 022 67406300 Address: 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra, Kurla Complex, Bandra (East), Mumbai- 400051
13. Reporting Boundary	The disclosures in this report pertain to the standalone entity, with data primarily focusing on operational sites unless otherwise specified.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

BOROSIL RENEWABLES LIMITED

II. PRODUCT / SERVICES

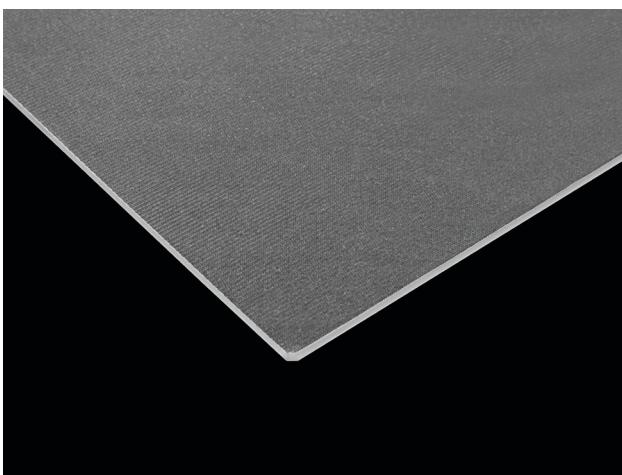
16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity Group	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing	Other Manufacturing Activities (Business activity code - C13)	100%

*Details of business activities are in line with those given in Form MGT-7 (Annual Return) prescribed by MCA.

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

S. No.	Product/ Services	NIC Code	% of Turnover of the Entity
1.	Low Iron Textured Solar Glass	23101	100%



III. OPERATIONS

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

Location	Number of Plants	Number of Offices	Total
National	1	2	3
International	-	-	-

The company's reporting boundary is confined to standalone operations, excluding its international plant(s) operated through its subsidiaries.

19. Market served by the entity

a. Number of locations served

Number of Locations served	Number
National (No. of States)	18
International (No. of Countries)	23

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

18.45%

c. A brief on the type of customers:

The Company primarily supplies low-iron textured solar glass to solar PV module manufacturers. It also caters to other segments like solar water heaters (flat plate collectors) and greenhouses.

IV. EMPLOYEES

20. Details as at the end of financial year :

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No.(B)	% (B/A)	No.(C)	% (C/A)
Employees						
1.	Permanent (D)	685	669	98%	16	2%
2.	Other than permanent (E)*	-	-	-	-	-
3.	Total Employees (D + E)	685	669	98%	16	2%
Workers						
4.	Permanent (F)	124	124	100%	-	-
5.	Other than permanent (G)	1114	1034	93%	80	7%
6.	Total Workers (F + G)	1238	1158	94%	80	6%

The human resources data included in this BRSR report is inclusive of all offices of Borosil Renewables situated within India

*The number of other than permanent employees has decreased from 61 last year to 0 as on 31/03/2024, as all other than permanent employees have been transitioned to permanent employees.

b) Differently abled employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No.(B)	% (B/A)	No.(C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	12	12	100%	-	-
2.	Other than permanent	-	-	-	-	-
3.	Total differently abled employees (D+E)	12	-	100%	-	-

BOROSIL RENEWABLES LIMITED

Differently Abled Workers

4.	Permanent (F)	4	4	100%	-	-
5.	Other than Permanent (G)	5	4	80%	1	20%
6.	Total differently abled workers (F+G)	9	8	89%	1	11%



21. Participation/ Inclusion/ Representation of women:

	Total No. (A)	No. and percentage of Females		
		No.(B)		% (B/A)
Board of Directors	9	1		11.11%
Key Management Personnel	2	-		-

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	6.28%	54.55%	7.10%	5.86%	7.10%	25.86%	5.47%	0%	5.47%
Permanent workers	2.41%	-	2.41%	-	-	-	-	-	-

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 initiatives of the listed entity? (Yes/ No)
1.	Geosphere Glassworks GmbH	Subsidiary	100%	No

2.	Laxman AG	Subsidiary	100%	No
3.	GMB Glasmanufaktur Brandenburg GmbH*	Subsidiary	86%	No
4.	Interfloat Corporation*	Subsidiary	86%	No
5.	Renew Green (GJS Two) Private Limited	Associate	31.20%	No

* Company holds indirect stake of 86% in these companies through its wholly owned subsidiaries.

VI. CSR DETAILS

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

(ii) Turnover (in Lakhs): INR 68,817.11(as on 31/03/2023)

(iii) Net Worth (in Lakhs): INR 90,513.41 (as on 31/03/2023)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24		FY 2022-23			
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, all employees are accountable for managing relationships and meeting expectations of internal and external stakeholders within their areas of responsibility. In addition to this, concerns of our stakeholders are addressed by Designated Officers as defined in 'Stakeholders Engagement and Grievance Redressal Policy'.	-	-	-	-	-	-
Investors (other than shareholders)		15	1	A grievance filed on Online Dispute Resolution (ODR) platform against the Registrar & Transfer Agent (RTA) of the Company was pending before an Arbitrator as on March 31, 2024.	15	-	-
Shareholders							

BOROSIL RENEWABLES LIMITED

Employees and workers	Link to the policy: https://borosilrenewables.com/Files/Stakeholder%20Engagement%20and%20Grievance%20Redressal%20Policy.pdf	-	-	-	-	-	-
Customers		188	1	Actions already taken feedback awaited from customer.	104	-	-
Value Chain Partners		-	-	-	-	-	-
Other (Please specify)		-	-	-	-	-	-

The Company has a Vigil mechanism / Whistle Blower Policy in place, wherein employees and directors are encouraged to raise genuine concerns about any malpractice (such as unethical behavior, fraud or violation of the Code of Conduct) in the workplace without fear of facing reprisals.

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

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

S. No.	Material Issue Identified	Is it a risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	R&O	Climate change poses substantial risks to our business in the short, medium, and long term, including severe weather events, water shortages, and supply chain disruptions. Responsible business practices are vital for long-term value creation. As the global economy shifts towards low carbon, we face potential regulatory and market challenges such as changing consumer preferences, increased product costs, evolving government policies & regulations.	Climate change risk mitigation plan is in place. We are dedicated to addressing climate change by reducing our carbon footprint. We are investing in new technologies, switching to renewable sources, and innovating factory operations.	Negative: Climate change related impacts are unpredictable leading to supply chain disruptions and inventory losses. This could have a direct negative impact on the Company's revenue. Positive: Climate change also presents a crucial opportunity for us due to increasing global demand for renewable energy solutions. This trend not only drives market growth but also encourages innovation in solar glass technologies, leading to enhanced efficiency and cost-effectiveness.

S. No.	Material Issue Identified	Is it a 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)
2	Circular Economy	O	<p>A circular economy offers significant opportunities by enhancing resource efficiency, reducing waste, and cutting costs through recycling. It fosters innovation, differentiates the Company in the market, and aligns with regulatory incentives for sustainability. Adopting circular practices extends product lifecycles and boosts the Company's reputation among stakeholders, contributing to its sustainability goals and long-term success.</p>	-	<p>Positive: Reducing raw material costs, minimizing waste disposal expenses, and improving operational efficiency through sustainable practices, we can achieve cost savings over the long term. Additionally, meeting consumer demand for environmentally friendly products and gaining access to green financing and incentives can further enhance financial performance. Overall, adopting circular economy principles can lead to improved profitability and resilience in the face of regulatory changes and market shifts toward sustainability.</p>
3	Water & Effluent Management	R	<p>Water is a limited resource; thus, its availability is a challenge, particularly in water stressed areas. Effective effluent treatment prevents pollution, protecting the Company's reputation and reducing potential regulatory risks.</p>	<p>Initiatives to recycle and reuse water are already in place. This includes the treatment of effluents. The Company is also supporting water management projects in Gujarat as part of its CSR initiatives.</p>	<p>Negative: Recycling wastewater to make it fit for industrial reuse is a costly process. Currently, the recycled water is used for gardening, cleaning and other allied activities.</p>
4	Energy Efficiency & Management	O	<p>Efficient energy management plays a pivotal role in minimizing power consumption, ultimately leading to reduction</p>	-	<p>Positive: Implementation of the energy management strategy, which includes diversification of sources of energy, will result in reduced</p>

BOROSIL RENEWABLES LIMITED

S. No.	Material Issue Identified	Is it a 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)
			in production costs.		electricity costs as well as lowered concentration risk.
5	GHG Management	R	Effective GHG management helps the entity reduce its carbon footprint, aligning with global efforts to combat climate change. This also meets increasing regulatory requirements. Reducing GHG emission while expanding production can be a challenging task.	Technological interventions and improved operational efficiency can help reduce GHG emissions. We also propose to collaborate with value chain partner for sustainable practices.	Negative: Emission control regulations could impact production capacity by imposing stricter limits on emissions. Compliance may require operational adjustments, potentially leading to reduced output or increased cost for upgrading equipment and processes.
6	Ecosystem & Biodiversity	R	Our long-term success is inextricably linked to the health of the ecosystems in which we operate. The degradation of ecosystems and the resulting loss of biodiversity can pose a risk to our reputation and operational resilience. Therefore, it's crucial for the company to proactively manage its environmental footprint and implement measures to protect and restore biodiversity within its areas of operation.	We are committed to the health of the ecosystems in which we operate and maintaining the biodiversity balance. The Company conducts regular assessments to monitor and understand potential effect on biodiversity and surrounding environment at both new and existing project sites. These assessments enable us to identify and mitigate any negative impacts on local ecosystems, ensuring that Company's operations remain in harmony with the natural environment.	Negative : This risk may result in the imposition of regulatory fines and penalties and increased operational and reputational damage may cause loss of investor confidence.

S. No.	Material Issue Identified	Is it a risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Innovation, Research & Development	O	<p>To maintain our position as a leading player in the renewable energy sector, we recognize the need to continuously adapt and evolve. Embracing innovation and harnessing emerging technologies will be pivotal in meeting the evolving demands of our stakeholders, driving sustainable growth, and ensuring the success of our business in an increasingly competitive landscape.</p>	-	<p>Positive: Improved operational efficiency with enhanced product portfolio will result in increase of revenue & market share with strong investor confidence.</p>
8	Sustainable Packaging	O	<p>Pioneering sustainable and innovative product packaging solutions presents a unique opportunity for us to maintain its leadership in the sector. By embracing eco-friendly packaging practices, the Company can differentiate its products, appeal to environmentally conscious consumers, and strengthen its brand image as a responsible and forward-thinking organization.</p>	-	<p>Positive: Sustainable packaging results in the reduction of packaging costs with enhanced brand-image and customer preferences & loyalty.</p>

BOROSIL RENEWABLES LIMITED

S. No.	Material Issue Identified	Is it a risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Product Quality	O	Continuously refining and enhancing product quality through active feedback collection presents a significant opportunity for us. By prioritizing customer and stakeholder input, the Company can identify areas for improvement, address potential issues proactively, and ensure that its products consistently meet or exceed market expectations.	-	Positive: Superior and refined product quality leads to customer satisfaction, that has a long-term impact on the business, enhancing resale potential and improving overall revenues.
10	Data Privacy & Cyber Security	R	A breach in customer privacy and data security could result in reputational damage, financial losses, loss of business opportunities, operational disruptions and increased litigations.	We have a stringent cyber security framework and guidelines for safeguarding customer data. We also have cyber security policy with "zero breach" commitment in place.	Positive: Prioritizing customer and data privacy within a Company will lead to enhanced customer trust, competitive advantage, regulatory compliance, minimized data breach costs, improved operational efficiency, and increased investor confidence which eventually will result into positive financial implications.
11	Human Rights	O	Human rights due diligence allows us to identify and address potential shortcomings in our organizational work culture, promoting a more inclusive and equitable environment.	-	Positive: Given the stringent human rights expectations in our export markets and among domestic customers, our robust human rights management process mitigates supply chain disruptions arising from human rights

S. No.	Material Issue Identified	Is it a 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)
12	Health, Safety & Employee Well Being	R	Employee health and safety incidents could result in heightened employee concerns, increased attrition rates, and potential litigation, negatively impacting our workforce stability.	Our comprehensive EHS management plan, coupled with rigorous on-ground implementation measures, significantly reduces the likelihood and severity of employee health and safety incidents, safeguarding our workforce and mitigating potential negative impacts.	issues. This proactive approach strengthens our brand reputation and market positioning, reinforcing our commitment to ethical business practices. Negative: Health and safety incidents pose a significant risk of both human suffering and financial losses, lost productivity, and legal liabilities.
13	Code of Conduct	O	Strengthening the practical application of our code of conduct can cultivate heightened confidence among diverse stakeholders, solidifying our standing as a dependable, forthright, and principled organization.	-	Positive: Robust and effectively implemented code of conduct presents a strategic opportunity. It will ensure strict compliance with Company's policies, reduce potential regulatory/legal issues, promotion of positive workplace culture.
14	Labour Management	R	We acknowledge that unfair labour practices and/or divergence between stated labour policies and actual on-ground practices could lead to several adverse consequences. This	We are committed to mitigating labour-related risks by implementing a comprehensive approach that goes beyond mere compliance. The Company not only ensures strict	Negative: Unfair labour practices may lead to potential legal liabilities and high litigation expenses and subsequently damage to our reputation. This may result in low employee morale, reduced productivity

BOROSIL RENEWABLES LIMITED

S. No.	Material Issue Identified	Is it a 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)
15	Diversity, Equity & Inclusion	O	<p>includes strikes, decreased productivity, higher employee turnover as well as strained community relations.</p> <p>We recognize that promoting diversity, equity, and inclusion (DEI) is not just a moral imperative, but a strategic advantage. A workforce that reflects a variety of backgrounds and perspectives enhances our creativity, problem-solving abilities, and overall performance. This, in turn, strengthens our Company's reputation, attractiveness to top talent, and resilience in a complex global landscape. Ultimately, our commitment to DEI contributes to a more equitable world while also driving our business forward.</p>	<p>adherence to all labour laws and regulations but also actively fosters a positive work environment. This includes promoting work-life balance, offering competitive remuneration and transparent promotion policies, and investing in skills training and career development programs for its employees</p> <p>-</p>	<p>and higher employee turnover, thereby impacting operational efficiency and increasing recruitment and training costs.</p> <p>Positive : Diversity, equity, and inclusion (DEI) are key drivers of our financial success. This attracts and retains top talent, reducing turnover costs and ensuring a sustainable competitive advantage in the market.</p>

S. No.	Material Issue Identified	Is it a 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)
16	Talent Development, Attraction, Engagement & Retention	R	To strengthen our talent pool, it is important for us to invest in uninterrupted growth and development, which is supported by meaningful engagement activities and learning opportunities.	We have cultivated a strong internal talent pool to fill all essential roles within the Company. Through rigorous training programs, the Company ensures it has successors ready for all key positions.	Negative: We must continually invest in learning and development technology and maintain backup resources to foster a forward thinking culture.
17	Customer Relation	O	Building positive relationships with our customers not only enhances our brand reputation but also unlocks new avenues for growth and success.	-	Positive: Customer satisfaction is essential for retaining customers and generating recurring business revenue. Ensuring high levels of customer satisfaction helps build long-term relationships and enhances the overall success and sustainability of the business.
18	Regulatory Issues & Compliance	R	We recognize that adherence to regulatory frameworks is not merely a legal obligation but a strategic imperative. Compliance serves as the bedrock upon which the Company's reputation is built. Maintaining operations in alignment with relevant laws mitigates the risk of legal repercussions, safeguarding the Company's financial health and operational continuity.	Effective control and efficient oversight by top management on statutory dues, along with a robust internal audit system, help us mitigate this risk. Regular interactions with trade associations and councils assist us in anticipating the regulatory environment.	Negative: Shifts in regulatory frameworks can introduce complexities and challenges to business operations, potentially hindering agility and efficiency. Additionally, non-compliance with established regulations and industry standards can tarnish the Company's reputation and lead to increased financial burdens associated with fines, penalties, and heightened scrutiny.

BOROSIL RENEWABLES LIMITED

S. No.	Material Issue Identified	Is it a 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)
19	Supply Chain Management	R	Given our far-reaching network of suppliers across the globe, the Company must proactively address concerns regarding product quality, workplace safety, environmental consequences, and social considerations such as human rights and fair compensation within its supply chain.	We have adopted a multi-faceted approach. This includes establishing supplier code of conduct that encompass product quality standards, robust workplace safety protocols, adherence to environmental regulations, and upholding human rights and fair labour practices. Regular audits and assessments of value chain partners shall be rolled out soon.	Negative: Disruptions in supply chain could result in production delays, increased costs due to expedited shipping or alternative sourcing.



SECTION B

MANAGEMENT AND PROCESS DISCLOSURES

Borosil Renewables has implemented robust governance with strong policies, procedures, and an ESG committee to ensure a cohesive approach to sustainability. We commit to raising awareness of environmental issues amongst all stakeholders and integrating ESG considerations into our business operations. Our efforts include conducting employee trainings and regularly reporting progress to all stakeholders. The Supplier Code of Conduct policy has also been suitably amended to emphasize sustainability for value chain partners.

STAKEHOLDERS



MATERIAL TOPICS



Code of Conduct



Regulatory Issues & Compliance

SUSTAINABLE DEVELOPMENT GOALS



DECENT WORK AND ECONOMIC GROWTH

INDUSTRY, INNOVATION AND INFRASTRUCTURE

RESPONSIBLE CONSUMPTION AND PRODUCTION

PEACE, JUSTICE AND INSTITUTIONS

PARTNERSHIPS FOR THE GOALS

CAPITALS



Disclosure Questions

P1 P2 P3 P4 P5 P6 P7 P8 P9

Policy and management processes

1.a.Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
b.Has the policy been approved by the Board ? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
c. Web Link of the Policies, if available	<p>1. Code of Conduct Policy https://borosilrenewables.com/Files/Code of Conduct.pdf</p> <p>2. Code of Conduct for Board of Directors and Senior Management https://borosilrenewables.com/Files/Code of Conduct (1).pdf</p> <p>3. Whistle Blower Policy https://borosilrenewables.com/Files/Whistle Blower Policy - 04.08.2021.pdf</p> <p>4. Quality, Health, Safety & Environmental Policy https://borosilrenewables.com/Files/Quality, Health, Safety And Environmental Policy-Updated.pdf</p> <p>5. ESG policy https://borosilrenewables.com/Files/Environmental, Social, and Governance (ESG) Policy.pdf</p> <p>6. Employee Welfare Policy https://borosilrenewables.com/Files/Employees-Welfare-Policy-revised.pdf</p> <p>7. Workplace Policy https://borosilrenewables.com/Files/Policy for POSH.pdf</p> <p>8. Stakeholder Engagement and Grievance Redressal Policy https://borosilrenewables.com/Files/Stakeholder Engagement and Grievance Redressal Policy.pdf</p> <p>9. Sustainable Development Policy https://borosilrenewables.com/Files/Sustainable-Development-Policy-revised.pdf</p> <p>10. Human Rights Policy https://borosilrenewables.com/Files/Human-Rights-Policy-revised.pdf</p> <p>11. Responsible Marketing Policy https://borosilrenewables.com/Files/Responsible-Marketing-policy-revised.pdf</p> <p>12. Remuneration Policy https://borosilrenewables.com/Files/REMUNERATION POLICY-revised.pdf</p> <p>13. Sustainable supply chain policy https://borosilrenewables.com/Files/Sustainable Supply Chain Policy.pdf</p> <p>14. Anti-Bribery and Anti-corruption policy https://borosilrenewables.com/Files/Anti-Bribery and Anti-Corruption Policy.pdf</p> <p>15. Equal Opportunity, Diversity, and Inclusion policy https://borosilrenewables.com/Files/Equal Opportunity, Diversity & Inclusion Policy.pdf</p>									

16. Board diversity policy
[https://borosilrenewables.com/Files/Board Diversity Policy.pdf](https://borosilrenewables.com/Files/Board%20Diversity%20Policy.pdf)
17. Data Privacy Policy
[https://borosilrenewables.com/Files/Data Privacy Policy.pdf](https://borosilrenewables.com/Files/Data%20Privacy%20Policy.pdf)

2.Whether the entity has translated the policy into procedures. (Yes / No)

Yes Yes Yes Yes Yes Yes Yes Yes Yes

3.Do the enlisted policies extend to your value chain partners? (Yes/No)

Yes, the Company expects its value chain partners to adhere to the following policies in all their dealings

- Whistle Blower Policy
- Quality, Health, Safety and Environmental Policy
- ESG Policy
- Stakeholder Engagement and Grievance Redressal Policy
- CSR Policy
- Human Rights Policy
- Responsible Marketing Policy
- Sustainable Supply Chain Policy
- Anti-Bribery and Anti-corruption policy
- Equal Opportunity, Diversity, and Inclusion policy
- Data Privacy Policy

4.Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

P2, Certificate on constancy of performance

P2&6, ISO 14001:2015 (Environmental management system)

P3&5, ISO 45001:2018 (Occupational health and safety)

P9, Certificate on constancy of performance

P9, ISO 9001:2015 (Quality Management System.)

5.Specific commitments, goals and targets set by the entity with defined timelines, if any.

Environment:

- Carbon neutral (at operational sites by 2050)
- 5% reduction in water consumption (ltr/ sqm (2mm basis) annually over baseline of FY 2021-22 until FY 2025-26

Social:

- 2% increment in gender diversity YoY from FY24
- Annual health assessment for 100% of workers

Governance:

- Develop a Code of Conduct assessment module and start recording & monitoring no. of breaches of code of conduct.
- Set up an ombudsman's office & extend its responsibility to include suppliers & customers
- ~27% of the total electricity consumed is derived from renewable sources
- Decrease in Water Consumption Intensity per Rupee of Turnover (YoY) - 7.67%
- Percentage of Glass cullets reused in manufacturing processes - 100%
- Total Waste Recycled and Reused - 99.6%
- 6% gender diversity achieved.
- 90% Annual health assessment of workers in FY 23-24.
- Extended Code of Conduct to employees across the organization and established preventive measures to combat breaches.

6.Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

GOVERNANCE, LEADERSHIP AND OVERSIGHT**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):**

We continuously monitor our progress towards ESG goals, taking appropriate actions as needed. We are committed to establishing processes that raise awareness of environmental issues among internal and external stakeholders and periodically report our ESG targets and progress to all our stakeholders. Our ESG initiative is driven and monitored at three levels within the company:

1. Top Management: Oversight and strategic guidance is provided by the Executive Chairman and Vice-Chairman.
2. Steering Committee: This Committee will monitor the initiative and make decisions on ESG-related issues. It will coordinate with the external agencies and cross-functional teams to ensure timely project completion.
3. Cross-Functional Team: Responsible for reporting and data collection.

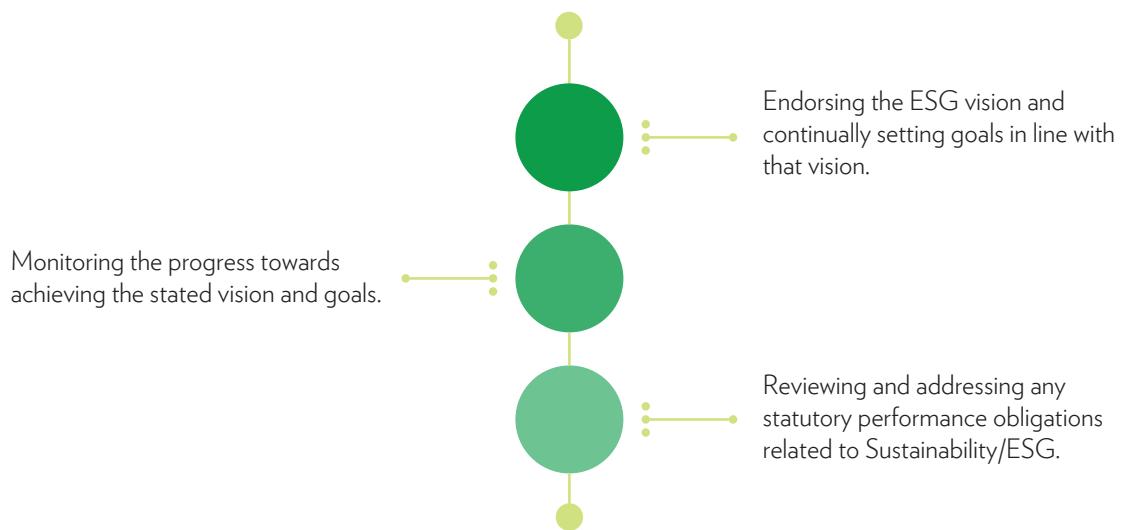
Through this structured approach, we aim to ensure that our ESG efforts are effective, transparent, and aligned with our overall strategic objectives.

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

All Corporate Policies including the Business Responsibility (BR) Policies of the Company are ingrained in day-to-day business operations of the Company and are implemented by Management at all levels. The responsibility for implementation of BR Policies of the Company is ultimately shouldered by Mr. P. K. Kheruka - Executive Chairman of the Company.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details:

Yes, the Company has established Environment, Social & Governance (ESG) Committee to facilitate decision making on sustainability related matters. The primary objective of this ESG Committee is to assist the Board in realizing the ESG commitments of the Company. The Committee assumes overall responsibility for the following key aspects:



Additionally, the Committee's responsibilities include other items/matters prescribed under applicable laws or directed by the Board to ensure compliance with relevant regulations. The Committee also plays a crucial role in reporting the progress of various initiatives and ensuring timely and appropriate disclosures on a periodic basis.

The following are the members of the ESG committee:

S. No.	Name	Designation
1.	Mr. Pradeep Kumar Kheruka	Chairman
2.	Mr. Shreevar Kheruka	Member
3.	Mrs. Shalini Kalsi Kamath	Member
4.	Mr. Syed Asif Ibrahim	Member
5.	Mr. Sanjeev Kumar Jha	Member
6.	Mr. Swapnil Walunj	Member

10. Details of Review of NGRBCs by the Company:

Subject for review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the NGRBC policies are reviewed by ESG Committee.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with statutory requirements of relevance to the principles of any non-compliance is done by the Audit Committee.								
Subject for review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The policy review is conducted on need basis.								

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:

No, however, the processes & compliances are subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by the Board / its committees.

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

Not Applicable



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.

Borosil Renewables adheres to the responsible business practices across all locations, fully aligning with the laws and regulations of the countries in which we operate. We strive to balance the needs of people, the planet, and our pursuit of prosperity. Our operations are transparent, compliant, and accountable to stakeholders, with zero tolerance for unacceptable behaviours and unethical practices.

Stakeholders



Material Topics



Regulatory Issues & Compliance



Code of Conduct

Sustainable Development Goals



16 PEACE, JUSTICE,
STRONG INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS

Capitals



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	1	An awareness program was organised in Parli, Maharashtra, where the Directors reviewed the Company's CSR activities. They interacted with the beneficiaries to understand how they were benefited from the Company's CSR initiatives, in fruit tree plantation and water harvesting.	33%
Key Managerial Persons	1	Awareness on prevention of sexual harassment at workplace	100%
Employees other than BODs and KMPs	85	Team Building, Mentoring, Train the Trainer, Code of Conduct, POSH, Advance Excel, SAP, IMS, Problem Solving	14%
Workers	30	Enhancing productivity, POSH, Firefighting & Safety Awareness	27%



BOROSIL RENEWABLES LIMITED

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):

<u>Monetary</u>				
NGRBC Principle	Name of the Regulatory / Enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty /Fine Settlement Compounding Fee	Not Applicable. No such fines / penalties / punishment / award / compounding fees were enforced by any regulator / law enforcement agencies /judicial institutions.			

<u>Non-Monetary</u>				
NGRBC Principle	Name of the Regulatory / Enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Imprisonment Punishment	No such imprisonment / punishment were enforced by any regulator / law enforcement agencies /judicial institutions.			

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

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

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

The Company's Anti-Bribery and Anti-Corruption Policy ensures that business is conducted lawfully and ethically. It offers guidance on recognizing and addressing bribery and corruption issues, requiring employees and internal stakeholders to act with professionalism, fairness, and the highest integrity in all business dealings. The Policy strictly prohibits employees from offering or accepting any direct or indirect money, facilitation payments, gifts, political contributions, kickbacks, and similar items. This Policy is available on the Company's website at <https://borosilrenewables.com/Files/Anti-Bribery and Anti-Corruption Policy.pdf>

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

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

No Disciplinary action against

any of our directors/ KMPs/ Employees by any law enforcement agency.

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

	FY 2023-24			
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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	22.28	32.42

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:

BOROSIL RENEWABLES LIMITED

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.35%	0.94%
	b. Sales (Sales to related parties / Total Sales)	0.65%	0.04%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.40%	99.72%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

*The Company is not doing any business with trading houses and dealers / distributors.

LEADERSHIP INDICATORS

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

Total Number of Awareness Programmes held	Topics/Principles covered under training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
---	--	---

The Company will soon initiate training programs for its value chain partners, following the recent rollout of its supplier code of conduct policy.

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

Yes, the Company has established policies such as the Code of Conduct for Directors and Senior Management, and the Policy on Related Party Transactions to avoid or manage conflicts of interest. Annually, all directors are required to disclose their interests, including any entities, partnership firms, or corporations in which they hold directorships, shareholdings, committee positions, etc. If any transaction or arrangement is proposed with any such parties, only the disinterested members of the Board of Directors consider and vote on the proposal, while the interested directors abstain from voting.



PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

At Borosil Renewables, we are committed to providing goods and services that are both sustainable and safe. We prioritize eco-friendly manufacturing processes and rigorous safety standards to ensure our solar glass products contribute positively to the environment and society. Our dedication to innovation and responsibility underpins our efforts to support a greener future.

Stakeholders



Material Topics

- Climate Change
- Circular Economy
- Water & Effluent Management
- Energy Efficiency & Management
- GHG Management
- Ecosystem & Biodiversity
- Innovation, Research & Development
- Sustainable Packaging
- Product Quality
- Supply Chain Management

Sustainable Development Goals



Capitals



ESSENTIAL INDICATORS

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	100%	100%	We consistently invest in research and development and 100% of our R&D is to enhance the environmental and social impact of our product and processes and make the operations more sustainable.
Capex	3%	2.47 cr	<p>We have strategically allocated capital expenditure investment towards a series of initiatives designed to reduce environmental impact and enhance sustainability. These investments underscore our commitment to resource efficiency, waste reduction, and overall environmental stewardship. The key measures include:</p> <ul style="list-style-type: none"> 1. Environmental Monitoring and Safety Systems: <ul style="list-style-type: none"> • Installation of environmental monitoring safety meters and real-time dust monitors. • Installation of dedusting systems for cullet crushers and hot air ventilation fans in the quenching area to manage air emissions effectively. • Deployment of real-time monitoring equipment to ensure adherence to air quality standards. 2. Energy Efficiency Enhancements: <ul style="list-style-type: none"> • Installation of efficient HVAC systems- Air Handling Units (AHUs) to improve air quality and energy efficiency. • Installation of lighting systems with timers to reduce energy consumption. 3. Filtration Units for Glass Washing: <ul style="list-style-type: none"> • Installation of additional filtration units for glass washing at various locations to enhance water quality and reduce water consumption. Additional filtration units for glass washing circulation water have been installed across multiple lines. 4. Integrated Waste Management Systems: <ul style="list-style-type: none"> • Development of a dedicated & categorized scrap yard at the old batch house for more efficient waste segregation and recycling. • Implementation of composting systems for food and green waste from canteens and gardens. • Implementation of designated hazardous waste storage facilities.



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

Yes, our sustainable sourcing policy embodies a steadfast commitment to fostering sustainability across its supply chain. Anchored in the principles of ethics, transparency, and governance, the policy sets forth stringent standards for environmental stewardship, occupational health and safety, and ethical conduct. Encouraging suppliers to align with Borosil Renewables' supplier Code of conduct, the Company advocates practices that promote sustainability in every facet of operations.

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

We source input and raw material through local suppliers, MSMEs, and ISO-certified companies. In FY 2023-24, 91.67% of our inputs were sourced sustainably. Our major goods and services come from licensed and regulated vendors with whom we maintain long-term relationship.



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.

At Borosil Renewables, we are committed to implementing sustainable waste management practices that prioritize environmental stewardship, resource conservation, and regulatory compliance. Our waste management policy encompasses a comprehensive approach to managing various types of waste generated across our operations.

Through these initiatives, we aim to minimize our environmental footprint, conserve resources, and contribute to a cleaner and more sustainable future. We remain committed to continuous improvement in waste management practices, seeking innovative solutions and engaging stakeholders to achieve our sustainability objectives.

The key elements of our waste management policy include:



- | | |
|---|--|
| 1 Plastics (including Packaging) | <p>100% of our plastic waste is securely stored, transported, and sent to Government authorized recyclers for recycling purposes. This ensures that all plastic waste is responsibly managed and recycled, minimizing our environmental footprint.</p> |
| 2 E-Waste | <p>E-waste generated in factory is stored at designated areas and then it is sent to Gujarat Pollution Control Board (GPCB) authorized E-waste recyclers for further processing. E-waste generation and disposal records (Form Number 06) are maintained for monitoring purposes as per GPCB guidelines.</p> |
| 3 Hazardous Waste | <p>We designate specific areas for storing hazardous waste, including empty bags, contaminated containers, and used spent oil, using closed sheds and secondary containment systems to prevent spills. Each storage chamber is clearly marked with appropriate signage, and spill kits are available at the scrap yard. Hazardous waste is stored for no longer than 90 days. Handling procedures mandate the use of proper personal protective equipment (PPE), coverage under a Workers' Compensation policy for all involved personnel, and prohibit hot work activities near the scrap yard. Critical hazardous material handling requires thorough briefings and documentation. Transportation of hazardous waste is strictly controlled, requiring manifests, compliance with GPCB guidelines, GPS-equipped vehicles, and end-user consent for reuse or recycling. Specific protocols are also in place for disposing of oil-soaked cotton waste, batteries, and plastic drums within stipulated timeframes.</p> |

The below hazardous waste is generated at our plant:

1. Empty barrels/containers/liners contaminated with hazardous chemicals/wastes (Category 33.3)
2. Used oil (Category 5.1)

4 Other Waste

The management of solid waste is carried out according to the nature of the waste, adhering to specific guidelines appropriate for each type of waste. Regular safety audits are conducted at the plant to ensure the continuous assessment and improvement of safety standards and practices.

Our company is committed to a zero-waste policy and promoting a circular economy. Details of some of the other waste management initiatives are as follows:

1. **Reclaiming Materials from Customers:** We have successfully reclaimed 90% of steel pallets and nearly 12% of wooden pallets, underscoring our efforts to promote resource efficiency and reduce waste.
2. **Zero-Waste Solar Glass Manufacturing Plant:** Our plant achieves 100% utilization of broken/waste glass (Cullet) by reintegrating them into the manufacturing process, making it a zero-waste solar glass manufacturing facility.
3. **Wet Waste Management:** Wet waste generated at our facilities is effectively managed and disposed of through appropriate waste management systems such as composting facility, to convert wet waste into manure.
4. **Biomedical Waste Disposal:** Biomedical waste generated at our plant is carefully segregated, stored, and disposed of according to regulatory guidelines, ensuring safety and environmental compliance.
5. **Recycling Partnerships:** Waste generated across all our plants is sold to registered recyclers approved by the relevant government authorities, ensuring responsible recycling and disposal.
6. **Circular Economy Practices:** We continuously work towards integrating circular economy principles by minimizing waste, reusing materials and ensuring that resources are kept in use for as long as possible.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company has obtained EPR authorization for plastic waste from the Central Pollution Control Board (CPCB) as per the Plastic Waste Management Rules, 2016 and subsequent amendments. The plastic waste collection plan is in line with the targets specified by Central Pollution Control Board (CPCB).

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?

The company has not conducted LCA for any of the product in this financial year.

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

Not Applicable

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 reused input material to total material	
	FY 2023-24	FY 2022-23
Recycle	NA	NA
Reuse Material*		
Glass Cullets	100%	100%
Wooden Pallets	<12%	<5%
Steel Pallets	90%	100%

*Wooden pallets and Steel pallets are returned from customers, whereas glass cullets are reused in processes.

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:

Indicate input material	FY 2023-24			FY 2022-23		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics waste (including packaging)	-	239.05	-	-	223.96	-
E-waste	-	1.10	-	-	10.63	-
Hazardous waste	-	28.02	-	-	35.27	372
Battery waste	-	0.35	-	-	14.43	-
Other waste	1,56,724.03	5,923.21	600.00	70,468.30	1,680.3	-

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
Solar Glass	90% Steel pallets are reclaimed from customers < 12 % wooden pallets are reclaimed from customers



PRINCIPLE 3

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

At Borosil Renewables, we are committed to the well-being of all employees and workers, including those in our value chains through a range of initiatives. We conduct “Samwad” meetings to address employee concerns, implement reward & recognition programs, and organize events to foster team bonding. We are dedicated to ensuring equal opportunities and are continuously identifying areas to enhance women empowerment.

Stakeholders



Material Topics

-  Health, Safety & Well being
-  Diversity, Equity & Inclusion
-  Talent Development, Attraction, Engagement & Retention
-  Human Rights
-  Labour Management
-  Supply Chain Management

Sustainable Development Goals



Capitals



ESSENTIAL INDICATORS

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

Category	Total(A)	% of Employees Covered by									
		Health Insurance Number(B)	%(B/A)	Accident Insurance Number(C)	%(%C/A)	Maternity Benefits Number(D)	%(D/A)	Paternity Benefits Number(E)	%(%E/A)	Day Care Facilities Number(F)	%(%F/A)
Permanent Employees											
Male	669	669	100%	669	100%	NA	NA	-	-	-	-
Female	16	16	100%	16	100%	16	100%	NA	NA	16	100%
Total	685	685	100%	685	100%	16	100%	-	-	16	2%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	
Female	-	-	-	-	-	-	-	-	-	-	
Total	-	-	-	-	-	-	-	-	-	-	

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

Category	Total(A)	% of Workers Covered by									
		Health Insurance Number(B)	%(B/A)	Accident Insurance Number(C)	%(%C/A)	Maternity Benefits Number(D)	%(D/A)	Paternity Benefits Number(E)	%(%E/A)	Day Care Facilities Number(F)	%(%F/A)
Permanent Workers											
Male	124	124	100%	124	100%	NA	NA	-	-	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
Total	124	124	100%	124	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	1034	-	-	1034	100%	NA	NA	-	-	-	-
Female	80	-	-	80	100%	80	100%	NA	NA	80	100%
Total	1114	-	-	1114	100%	80	100%	-	-	80	7%

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.07%

The above percentage is calculated by considering the health and accident insurance premiums paid by the company for the well-being of all employees and workers. The cost of day care facility cannot be quantified and thus not included in above.

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA

BOROSIL RENEWABLES LIMITED

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.

The Company's facilities are well equipped for differently abled employees and workers. We are continually working to improve our infrastructure to enhance accessibility for all.

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.

The Company believes in equal rights of all individuals regardless of race, colour, national, origin, religion, caste, gender, age, sexual orientation, marital status, medical condition, disability or any other characteristic or status that is legally protected. The Company's policy on Equal Opportunity, Diversity and Inclusion is available on Company's website at <https://borosilrenewables.com/Files/Anti-Bribery%20and%20Anti-Corruption%20Policy.pdf>

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

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

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No

(If yes, then give details of mechanism in brief)

Permanent employee	Yes, we have established a Grievance Redressal Committee for our employees and workers. The Committee's goal is to address individual grievances fairly and promptly, fostering a culture of "No pending complaints" within the organization to enhance productivity and create a conducive work environment.
Other than Permanent employee	The Committee helps employees understand how to effectively lodge work-related complaints and support managers in resolving such issues efficiently. Grievances can be submitted in writing or via email to brl-grievancecommittee@borosil.com .
Permanent workers	The Grievance Committee consists of six senior employees, with the Plant Head serving as the Presiding Officer. The Committee includes the HR representative and four other employees representing all major departments. Aggrieved employees can raise a grievance with any committee member or through their Head of Department, and these grievances are addressed in a timely manner.
Other than Permanent Workers	Yes, "HELP DESK- MAY I HELP YOU "intiated

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	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	124	124	100%	115	115	100%
Male	124	124	100%	115	115	100%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

We identify training needs through our PMS and interactions with HODs. Based on these identified needs, we release a training calendar and organize various training and skill development programs. Additionally, we have a policy in place to provide financial support to employees who wish to pursue higher education or certification programs.

Category	FY 2023-24				FY 2022-23			
	Total(A)	On Health and safety measures Number(B) % (B/A)	On Skill Upgradation Number(C) % (C/A)	Total (D)	On Health and safety measures Number(E) % (E/D)	On Skill Upgradation Number(F) % (F/D)		
Employees								
Male	669	542 81%	312 47%	657	111 17%	231 35%		
Female	16	16 100%	10 63%	8	3 38%	3 38%		
Total	685	558 81%	322 47%	665	114 17%	234 35%		
Workers								
Male	1158	1032 89%	88 8%	1393	1215 87%	78 6%		
Female	80	32 40%	12 15%	95	75 79%	- -		
Total	1238	1064 86%	100 8%	1488	1290 87%	78 5%		



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

We have established a robust procedure to ensure fair and impartial performance appraisals for both employees and workers. The process commences with each employee conducting a self-evaluation against the set KRA/KPIs, which are determined at the beginning of the year. Subsequently, their reporting manager and respective head of department assess their performance during the specified period.

The newly joined employees, trainees and workers are not subject to this performance appraisal process. The permanent workers undergo appraisals under the performance and career review process, whereas non-permanent workers are evaluated under wage settlement procedures.

The details of the performance and career development reviews for employees are provided below:

Category	FY 2023-24			FY 2022-23		
	Total(A)	No. B	%B/A	Total (C)	No. D	%D/C
Employees						
Male	669	610	91%	599	599	100%
Female	16	14	88%	5	5	100%
Total	685	624	91%	604	604	100%
Workers						
Male	124	-	-	115	-	-
Female	-	-	-	-	-	-
Total	124	-	-	115	-	-

10. Health and safety management system:

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

Yes, the Company has occupational health and safety management system at its plant. The plant is certified with ISO certification for Occupational Health and Safety Management and for Environment Management System. Fire safety equipment like fire and smoke detectors, fire extinguishers & sprinklers are installed at plant premises. Maintenance of these installations is conducted at regular intervals and maintenance contracts are in place. Fire drills are conducted regularly to raise fire safety awareness. Drinking water is tested every six months by approved laboratories, and air quality checks are performed annually. Each plant is equipped with a first aid box for medical needs, and wheelchairs and foldable stretchers are available for emergencies. Emergency contact number for police station, ambulance, hospital, and building management are prominently displayed at each workstation.

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 comprehensive mechanism to identify work-related hazards and assess risk on a routine basis. For routine activities, a Hazard Identification and Risk Assessment (HIRA) system is in place for all processes. For non-routine activities, work permit system is implemented, and risk assessments are conducted before commencing such work. This process includes identifying risks during shop floor visits by safety team, daily briefings, and periodic meetings with employees and workers to gather their feedback. The workforce at each facility is actively involved in identifying and mitigating work-related hazards.

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 employs multiple mitigation measures to minimize risks based on identified hazards. Employees undergo training to recognize and report unsafe conditions to the safety officer. Periodic mock drills are conducted to ensure all employees are familiar with evacuation procedures in case of emergency. The Company has prominently displayed sign boards throughout the workplace, allowing employees to report hazards and empowering them to remove themselves from risky situations.

Roles & Responsibilities

- i. All employees are responsible for promptly reporting any hazardous conditions to their supervisors in the workplace.
- ii. Workplace supervisors are responsible for responding to employee concerns, ensuring prompt resolution of hazardous conditions and filling in the Hazard Report form with the assistance of employees. Follow-up on actions/responses must be completed within an appropriate timeframe.

Procedure for reporting:

The supervisor will promptly address the matter, consulting with others if necessary, and inform the employee of the action plan to resolve the issue. The time frame for resolution will depend on the potential risk of the situation.

If the employee's concern remains unsatisfactorily resolved after a reasonable period, they are encouraged to bring it to the attention of a member of the Joint Health and Safety Committee/Health and Safety representative.

All concerns will be thoroughly investigated, with a focus on gathering factual information related to the matter.

If the concern remains unresolved, it will be discussed in the Management Review Meeting (MRM) and the Safety Committee meeting.

When an employee identifies a safety hazard/concern, they should immediately report it to their supervisor.

If the supervisor is unable to resolve the concern, it should be escalated to the owner/manager.

The employee will be asked to document the concern, outlining the facts and the information requested.

The Joint Health and Safety Committee/representative and the employee's supervisor are responsible for keeping the employee informed about the progress of concerned resolution.

Note: This procedure does not prevent employees from exercising their right to refuse unsafe work, as defined under the Occupational Health and Safety Act.

BOROSIL RENEWABLES LIMITED

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

Yes, all employees of the Company have access to non-occupational medical and healthcare services. The Company has formulated separate health insurance policies and contingent loan policy (for medical emergencies) among other initiatives.

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	-	-
	Workers	0.45	0.41
Total recordable work-related injuries	Employees	-	-
	Workers	2	1
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including in the contract workforce

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

To ensure a safe and healthy workplace, the Company has implemented the following measures:

a. Elimination of Potential Hazards:

The Company maintains a hazard-free workplace by adhering to Occupational Safety and Health Administration (OSHA) standards and regulations. Digital signage systems are employed to remind employees about proper body mechanics, forklift safety, PPE requirements, and ways to prevent slips, trips, and falls. Employees are encouraged to identify and report safety issues, and prompt action is taken to resolve them.

b. Comprehensive Training:

The Company ensures that all employees receive safety training in a language they understand. New employees undergo initial safety training, and refresher courses are provided to update existing employees or when job roles change. Electronic message boards are utilized to reinforce safety training with concise messages.

c. Proper Equipment Provision:

The Company ensures that employees have access to safe tools and equipment, which are properly maintained. Workplace digital signage promotes injury prevention, and employees receive education on the safe handling of hazardous materials, lock-out tag-out procedures, and machine guarding.

d. Visual safety Aids and Messages:

The workplace utilizes color codes, posters, labels, and signs to notify employees of potential hazards. Occupational Safety and Health Administration (OSHA) posters are prominently displayed throughout the workplace, and digital signage broadcasts crucial safety information and updates.

e. Establishment of Safety Committee and Regular Meetings:

The Company has formed a workplace health and safety committee comprising representatives from different departments, including senior management and shop-floor-based employees. The Committee meets at least once a quarter to keep everyone informed about safety topics, inspections, injury and illness statistics, and other safety-related matters. Regular departmental or Company-wide safety meetings are also held to solicit employee feedback, enhancing hazard identification and employee well-being.

f. Incorporating Fun into Safety:

While safety is taken seriously, the Company strives to engage employees by making safety learning enjoyable. By incorporating elements of fun, employees are more likely to stay engaged, retain safety information, and actively contribute to accident prevention.

g. Periodic Health and Safety (H&S) Audits:

The Company conducts regular Internal & External audits to assess and maintain a safe and healthy workplace for its employees.

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

	FY 2023-24			FY 2022-23		
	Filed during	Pending resolution at the end of year	Remarks	Filed during	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health and Safety	-	-	-	-	-	-

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%

100%

of our plants and offices are assessed on health & safety and working conditions.

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 has taken corrective actions to address the two safety-related incidents that occurred this year. The incidents, along with their causes and the corrective actions taken are detailed below:

Safety Incident 1:

One such incident involved an eye injury caused by broken glass. The accident occurred when an employee was engaged in glass stacking and sorting activity.

Root Cause:

- Rejected tempering glass mishandling by operator near inspection area.
- Eye protection not used during handling of glass.

Corrective action:

- Training done by area supervisor w.r.t proper handling of tempered glass.
- Eye protection mandatory signages and PPEs compliance training done.

Safety Incident 2:

After cleaning the grill magnate, the injured person used compressed air to clean himself to remove partial dust from his clothes and during this process, he accidentally put the compressed air PU tube (12 mm) in the lower back side. This resulted in compressed air being pumped into the abdomen, causing significant abdominal distension. Additionally, he noticed bleeding from the anus, and experienced difficulty in breathing and speaking.

Root Cause:

- Compressor air used to clean the dust (raw material powder) over clothes.
- Said compressor line installed for operation of pneumatic diverter gate but provision made (Loose compressor air line) for cleaning purpose.

Corrective action:

- Training Given and Signages attached in all such area.
- All such compressor line connections closed by utility team.

BOROSIL RENEWABLES LIMITED

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	Workers
Yes	Yes

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

The Company promotes and encourages its value chain partners to ensure timely deposit of their statutory dues.

- 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Benefits	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	-	-	-	-
Workers	-	-	-	-

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

Yes, the Company provides training and career development opportunities to its employees which allows them smooth transition into different career fields .

5. Details on assessment of value chain partners:

The Company is in the process of rolling out its Supplier Code of Conduct Policy to its value chain partners and intends to capture data from its value chain partners following the glide path suggested by the regulator.

% of value chain partners (by value of business done with such partners) that were assessed

Health and Safety Practices	0%
Working Conditions	0%

- 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.**

Not Applicable



PRINCIPLE 4

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

Borosil Renewables aims to protect the interests of all stakeholders, especially those who are vulnerable and marginalized. It is our foremost responsibility to amplify the positive effects of our activities, products, processes, and decisions for all stakeholders. We are dedicated to maintaining transparency, honesty, integrity, and openness in all our interactions with various stakeholders.

Stakeholders



Material Topics

- Customer Relation
- Health, Safety, and Employee Well-being
- Climate Change
- Code of conduct
- Human Rights

Sustainable Development Goals



Capitals



ESSENTIAL INDICATORS

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

The Company has established a robust process for identifying stakeholders and engaging with them to strengthen partnerships. Key stakeholder groups have been identified through an internal consultation process conducted during the materiality assessment. These groups are defined as those impacted by our activities, products, and services, and whose actions have a current or potential impact on our business. Additionally, the Company conducts regular stakeholder reviews to assess and address evolving interests, concerns, and expectations.

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
External				
Communities	Yes, the workforce including women, persons with disabilities, tribal communities and migrant workers are recognized as disadvantaged, vulnerable and marginalized.	The engagement team connects with local community to understand their needs and requirements. They are also reached through community development programs organised by the Company. Additionally, some of the Company's CSR initiatives also help in engaging with disadvantaged, vulnerable and marginalized stakeholders.	On Continual basis	To understand grievances of communities nearby plant premises and support them in meeting their requirements.
Shareholders	No	Regular updates, Annual reports, Analyst / Institutional Investors conference, Communication via emails, newspaper advertisements and through stock exchanges.	Quarterly / Annually / Periodic basis	To provide them updates about the Company.
Customers	No	Email, pamphlets and websites, exhibitions and social media.	On Continual basis	Promotion of products, follow-up on leads and opportunities, information collection, relation activity, complaint handling, taking feedback.
Associations	No	Participation in annual conferences and consultation.	Annually / Periodic basis	To interact with peers and to collaborate on challenges faced by industry and innovate.
Value Chain partners	No	Phone, e-mail, social media channels, websites and conferences.	On Continual basis	To enhance sustainable practices by fostering collaboration to conduct business activities ensuring value creation across the entire chain.



Government &
Regulators

No

Website, portals, email,
statutory filings

Need based and
compliance based

To ensure compliance with all
applicable laws & regulations.

Internal



Employees

No

Employee surveys, interaction
through newsletters,
performance management
systems, trainings,
communication sessions
(town hall meetings)

On Continual
basis

To communicate important
decisions, to take their inputs
on improving systems,
processes and productivity.



Leadership

No

Regular updates to Board
and leadership through Board
meetings, familiarization
programs

Quarterly /
Need basis

To discuss the performance,
and take decisions on future
actions and approval as per
the requirements.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company believes that stakeholder consultation is essential for effective implementation of sustainability initiatives. Therefore, stakeholder engagement is crucial for deciding on our ESG topics. Our stakeholders, including key groups such as customers, investors, employees, and suppliers, were involved in the materiality assessment for ESG topics. Direct interactions and surveys were conducted to identify important issues related to the Company in the areas of Environment, Social, and Governance. The survey results were analyzed, and the feedback was presented to the Board of 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 inputs received from stakeholders on issues related to Environment, Social, and Governance are discussed with senior management and the Board of Directors. This discussion is based on their materiality assessment, risk rating, and importance on the inputs provided by stakeholders.

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

The Company's CSR activities focus on disadvantaged, vulnerable, and marginalized segments of society. The CSR policy is approved and periodically reviewed by the CSR Committee of the Board and aims to optimize the impact on communities and beneficiaries. These projects are primarily implemented through experienced and reputed agencies.

During the year under review, the Company, through these implementing agencies, has undertaken various projects such as planting fruit trees, water harvesting activities, running of schools in tribal community and expanding infrastructure for schools and hospitals. Additionally, the Company has directly commenced a project for the construction of a panchayat office at Govali, Bharuch. All these CSR projects have benefitted/will benefit marginalized and vulnerable groups of stakeholders, either directly or indirectly. Additional details on CSR projects are provided in the CSR report forming part of the Annual Report.



PRINCIPLE 5

Businesses should respect and promote human rights.

At Borosil Renewables, we are committed to conducting our operations in a manner that respects and upholds the human rights and entitlements of all individuals, without discrimination. Our strategy ensures fair income distribution and promptly addresses any concerns related to human rights. We prioritize creating an inclusive environment where every individual is treated with dignity and equality, reflecting our core values and dedication to ethical business practices.

Stakeholders



Material Topics

-  Human Rights
-  Code of Conduct
-  Health, Safety & Employee Well Being
-  Labour Management
-  Diversity, Equity & Inclusion
-  Talent Development, Attraction, Engagement & Retention

Sustainable Development Goals



Capitals



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	685	95	14%	604	-	-
Other than permanent	-	-	-	61	-	-
Total Employees	685	95	14%	665	-	-
Workers						
Permanent	124	30	24%	115	-	-
Other than permanent	1114	700	63%	1373	-	-
Total Workers	1238	730	59%	1488	-	-

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

Category	Total(A)	FY 2023-24			FY 2022-23					
		Equal to Minimum wage Number(B)	% (B/A)	More than Minimum wage Number(C)	% (C/A)	Total (D)	Equal to Minimum wage Number(E)	% (E/D)	More than Minimum wage Number(F)	% (F/D)
Employees										
Permanent										
Male	669	-	-	669	100%	599	-	-	599	100%
Female	16	-	-	16	100%	5	-	-	5	100%
Other than Permanent										
Male	-	-	-	-	-	58	-	-	58	100%
Female	-	-	-	-	-	3	-	-	3	100%
Workers										
Permanent										
Male	124	-	-	124	100%	115	-	-	115	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	1034	1034	100%	-	-	1278	1278	100%	-	-
Female	80	80	100%	-	-	95	95	100%	-	-

3. Details of remuneration/salary/wages

a) Median remuneration / wages:

	Male			Female		
	Number	Median Remuneration/salary/wages of respective category	Number	Median Remuneration/salary/wages of respective category		
Board of Directors (BOD)	8	6,10,000	1	6,40,000		
Key Managerial Personnel	2	79,40,105	-	-		
Employees other than BOD and KMP	669	4,22,106	16	4,36,920		
Workers	1158	2,19,344	80	2,19,344		

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 % of total wages	1.24%	0.65%

BOROSIL RENEWABLES LIMITED

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, focus on human rights consideration has been an integral part of the Company and the head of Human Resource department is responsible for addressing human rights issues.

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

The Company regards respect for human rights as a fundamental core value and is dedicated to supporting, protecting, and promoting these rights to ensure fair and ethical business and employment practices. The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, regardless of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, or other such parameters. The Company believes that every workplace should be free from violence, harassment, intimidation, and any other unsafe or disruptive conditions, whether due to external or internal threats. Accordingly, the Company provides reasonable safeguards for the benefit of employees, while respecting their privacy and dignity. The company has zero tolerance for all forms of slavery, coerced labour, child labour, human trafficking, violence, and physical, sexual, psychological, or verbal abuse.



All our employees and workers can raise their concerns orally or in writing or via email to the Grievance Redressal Committee. The Company's Human Rights Policy is available at <https://borosilrenewables.com/Files/Human-Rights-Policy-revised.pdf> and the Stakeholder Engagement and Grievance Redressal policy is available at <https://borosilrenewables.com/Files/Stakeholder Engagement and Grievance Redressal Policy.pdf>

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Foced Labour/Involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-

Complaints on POSH as a % of female employees / workers - -

Complaints on POSH upheld - -

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

The Company is committed to protecting complainants in discrimination and harassment cases to promote an open culture. Safeguarding the complainant's privacy is the Company's responsibility. All complaints and information received regarding sexual or any form of harassment at our premises are kept confidential in accordance with the Policy on Sexual Harassment (PoSH) at the workplace and the whistle-blower policy.

(a) An Independent Internal Committee (IC), composed of cross-functional leaders, makes autonomous decisions and actions in accordance with the Sexual Harassment at Workplace Act, 2013. Any individual who breaches confidentiality is subject to disciplinary action.

(b) We have a comprehensive Whistle-blower policy in place whereby both employees and other business associates can make a complaint under "protected disclosures" as per the policy. Protected disclosures cover both oral and written communications for reporting unethical or improper activity of any kind. For extremely egregious violations, we also have an anonymous complaints channel.

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

No

10. Assessments for the year:

% of your plants and 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	N/A

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

Not Applicable, as we have not come across any significant concerns from the assessment conducted at our plant and offices.

LEADERSHIP INDICATORS

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

As there were no human rights issues identified in FY 2023-24, no business process was required to be modified/introduced.

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

The Company is esteemed as a great place to work and plans to conduct a human rights due diligence survey in the coming years.

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

The Company's facilities are well-equipped for differently-abled employees and workers. We are continually working to improve our infrastructure to enhance accessibility for all.

BOROSIL RENEWABLES LIMITED

4. Details on assessment of value chain partners:

The Company is dedicated to continually educating supply chain partners about the need to abide by all applicable labour and employment laws and regulations, including those pertaining to gender diversity, human rights, child labour, wages, working hours, bribery & corruption, occupational health, safety, and the environment. The Company intends to introduce formal assessment of its value chain partners on human rights issues in coming years.

% of value chain partners(by value of business done with such partners) that were assessed

Sexual Harassment

-

Discrimination at workplace

-

Child Labour

-

Forced /Involuntary Labour

-

Wages

-

Others- please specify

-

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

Not Applicable



PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

At Borosil Renewables, we are dedicated to conserving natural resources and minimizing environmental impact. Our commitment to sustainability propels us to implement cutting-edge technologies and eco-friendly practices. We strive to reduce our ecological footprint by consistently adopting sustainable methods and innovations.

Stakeholders



Material Topics

-  Climate Change
-  Circular Economy
-  Water & Effluent Management
-  Energy Efficiency & Management
-  GHG Management
-  Ecosystem & Biodiversity
-  Innovation, Research & Development
-  Sustainable Packaging
-  Supply Chain Management
-  Product Quality

Sustainable Development Goals



Capitals



BOROSIL RENEWABLES LIMITED

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 (Units GJ)		
Total electricity consumption (A)	1,36,312.91	7,912.59
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,36,312.91	7,912.59
From non-renewable sources		
Total electricity consumption (D)	3,78,393.49	3,09,122.70
Total fuel consumption (E)	18,61,662.20	10,99,782.49
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	22,40,055.691	14,08,905.19
Total energy consumed (A+B+C+D+E+F)	23,76,368.6	14,16,817.78
Energy intensity per rupee of turnover (in GJ/₹ Lakhs)(Total energy consumed / Revenue from operations)	24.10	20.59
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (in GJ/\$ Lakhs)*	487.37	431.57
(Total energy consumed / Revenue from operations adjusted for PPP)		

*The PPP conversion factor (20.22 – FY 2023) has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

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.

We are not a designated consumer under the PAT scheme of the Government of India.

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	3,82,307.00	2,89,358.00
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3,82,307.00	2,89,358.00
(i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)	3,82,307.00	2,89,358.00
Water intensity per rupee of turnover(Total water consumption / Revenue from operations) (KL/₹ Lakhs)	3.88	4.20
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (in KL/\$ Lakhs)(Total water consumption / Revenue from operations adjusted for PPP)	78.45	88.03

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):

Yes, audit was conducted for FY 2023-24 by Gujarat Pollution Control Board (GPCB) assigned agency Prime Institute of Engineering and Technology and the final report is submitted to GPCB.

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) 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	-	-

BOROSIL RENEWABLES LIMITED

(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)

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, audit was conducted for FY 2023-24 by GPCB assigned agency Prime Institute of Engineering and Technology and the final report is submitted to GPCB.

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

We have implemented a comprehensive Zero Liquid Discharge (ZLD) policy to meticulously manage our waste effluent. Under this policy, the raw effluent generated from our plant undergoes stringent treatment processes to ensure that 100% of our effluent wastewater is treated & utilized within our premises and no liquid waste is discharged into the environment.

Our treatment technology includes a Membrane Bioreactor (MBR) system with a capacity of 50 KLD, recently expanded with additional 5 KLD(2 in No.) and 15 KLD(1 in No.) units. The process begins with chemical treatment to neutralize and eliminate contaminants, followed by biological treatment to further degrade organic matter & other pathogens of concern. Once treated, the water is seamlessly reintegrated into our operations for various processes, effectively closing the loop on water consumption.

Our ZLD system exemplifies our unwavering commitment to environmental stewardship, ensuring sustainable and responsible water management. The recent capex investments to expand the MBR capacity by 5 KLD and 15 KLD further demonstrate our dedication to improving our water footprint.



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	ppm	11.24	17.09

SOx	ppm	16.22	15.07
Particulate matter (PM ₁₀)	mg/Nm ³	43.83	57
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	mg/m ³	2.38	2.09
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify SO ₂ , NO ₂ and CO	NA	NA	NA

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, audit was conducted for FY 2023-24 by GPCB assigned agency Prime Institute of Engineering and Technology and the final report is submitted to GPCB.

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

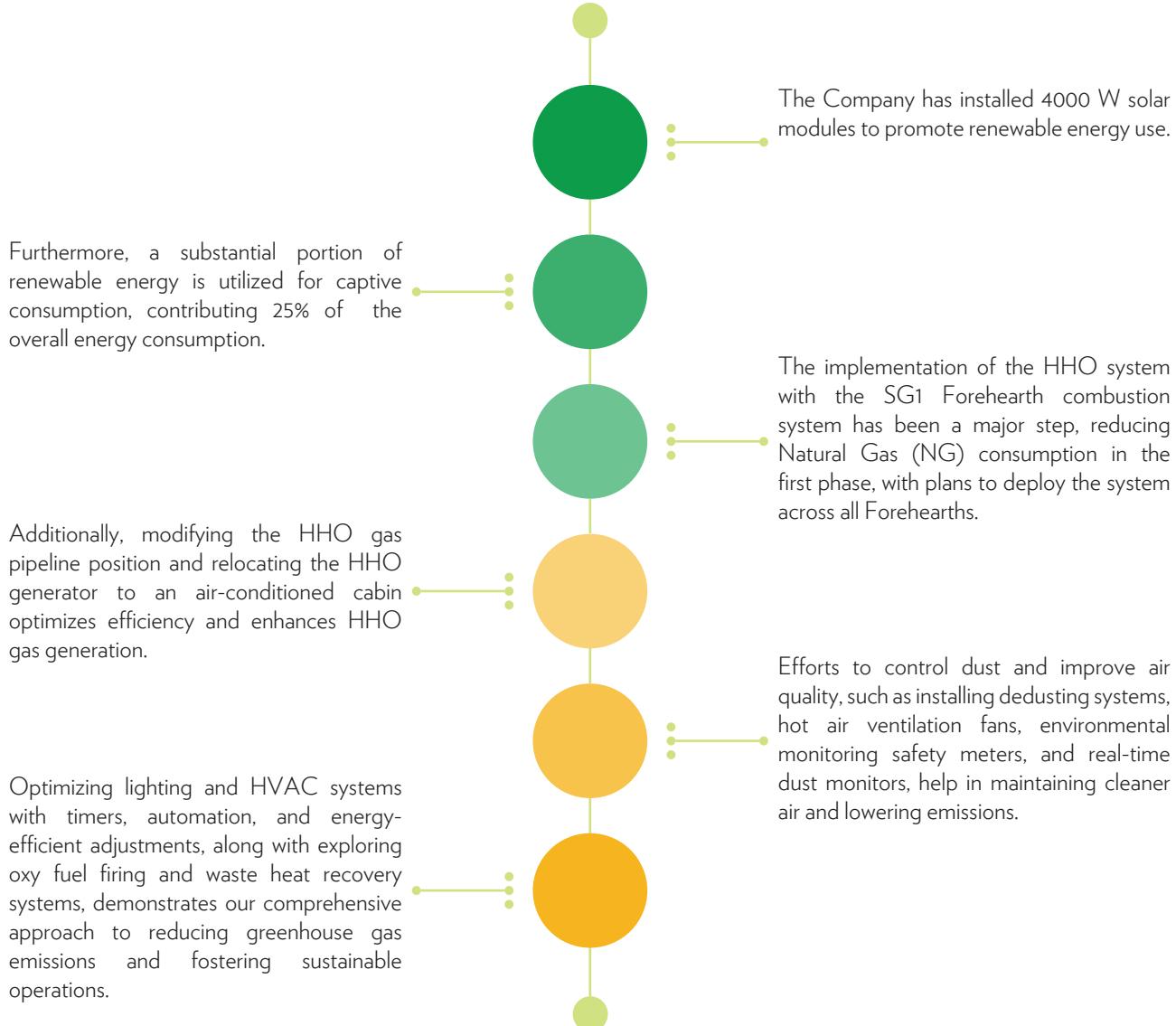
Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Tonnes of CO ₂ equivalent	1,17,781.54	70,471.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Tonnes of CO ₂ equivalent	85,138.54	69,604.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Tonnes of CO ₂ equivalent /₹Lakhs	2.06	2.03
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted Purchasing Power Parity (PPP)(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Tonnes of CO ₂ equivalent / \$ Lakhs	41.62	42.55

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.

We are dedicated to reducing greenhouse gas emissions through various strategic initiatives.



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)	215.30	223.96
E-waste (B)	1.10	10.63
Bio-medical waste (C)	0.27	0.017
Construction and demolition waste (D)	-	43.22
Battery waste (E)	0.35	14.43
Radioactive waste (F)	-	-
Other Hazardous waste (G)	28.02	407.27
Other Non-hazardous waste generated (H)	1,63,272.44	72,148.60
Total (A+B + C + D + E + F + G + H)	1,63,517.48	72,848.13
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹Lakhs)	1.66	1.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/\$ Lakhs)	33.57	22.22
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	6,193.19	1,964.59
(ii) Re-used	1,56,724.03	70,468.30
(iii) Other recovery operations	-	-
Total	1,62,917.21	72,432.89
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.27	197.50
(ii) Landfilling	600.00	415.22
(iii) Other disposal operations	-	459.37
Total	600.27	1,072.09

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, audit was conducted for FY 2023-24 by GPCB assigned agency Prime Institute of Engineering and Technology and the final report is submitted to GPCB.

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 are dedicated to enhancing resource efficiency and minimizing environmental impact through comprehensive waste management initiatives. We have established a new scrap yard categorized by material type, enabling seamless waste segregation and improved management. Advanced waste sorting at the generation stage and collaboration with authorized recyclers ensure proper disposal and compliance with Gujarat Pollution Control Board (GPCB) regulations. Our waste management standard operating procedure (SOP) promotes safe handling practices, prioritizes employee safety, and guarantees that hazardous waste is sent to GPCB-authorized recyclers and stored safely. With a focus on Environment Health and Safety (EH&S), we maintain compliance and proper waste management practices, achieving a 99.9% recycling rate for plastics, glass, metal, and electronics, and supporting sustainable practices through effective solid waste management and composting of food and green waste.

Our waste management policy emphasizes the reduction, reuse, and recycling of materials to minimize environmental impact. We have implemented strategies to reduce the usage of hazardous and toxic chemicals in our products and manufacturing processes, including stringent selection criteria for raw materials and suppliers that favour non-toxic alternatives. Protocols for safe handling, storage, and disposal of hazardous chemicals ensure compliance with regulatory standards and prevent environmental contamination. By prioritizing sustainability and environmental stewardship, we are committed to minimizing our ecological footprint and promoting a cleaner & greener future.

**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.**

Not applicable, as our factory and offices are not situated in or near ecologically sensitive areas, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones, where environmental approvals or clearances would be necessary.

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

In the current FY, no EIA has been undertaken by the company.

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 is complying with all applicable environmental laws / regulations / guidelines including Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and Environment Protection Act and rules thereunder and there are no non-compliances.

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:

(i) Name of the area: Jhagadia, Bharuch, Gujarat

(ii) Nature of operations: Glass Manufacturing

(iii) 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	3,82,307.00	2,89,358.00
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3,82,307.00	2,89,358.00
Total volume of water consumption (in kilolitres)	3,82,307.00	2,89,358.00
Water intensity per rupee of turnover (Water consumed / turnover) (KL/₹Lakhs)	3.88	4.20

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)	-	-

BOROSIL RENEWABLES LIMITED

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, audit was conducted for FY 2023-24 by GPCB assigned agency Prime Institute of Engineering and Technology and the final report is submitted to GPCB.

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
CO₂, CH₄, N₂O, HFCs, PFCs,
SF₆, NF₃, if available)

Metric tonnes of
CO₂ equivalent

-

-

Total Scope 3 emissions per
rupee of turnover

-

-

Total Scope 3 emission intensity
(optional) – the relevant metric
may be selected by the entity

* The Company has not ascertained Scope 3 emissions for the current year but is actively implementing systems to record these emissions in the coming years.

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

Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

We have undertaken a series of initiatives aimed at reducing environmental impact and enhancing sustainability. These initiatives reflect our commitment to resource efficiency, waste reduction, and overall environmental stewardship. Some of the key measures include:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of Renewable energy measures	Installation of 4000 W solar modules	The installation of solar and wind hybrid plant has led to a significant reduction in greenhouse gas emissions, supported renewable energy goals, and substantially decreased the carbon footprint.

2.	Energy Efficiency measures	<p>Installation of Hydrogen-Hydroxy (HHO) systems for combustion processes in SG1 Forehearth, Efficient HVAC systems and Air Handling Units (AHUs).</p> <p>Installation of lighting systems with timers to reduce energy consumption.</p>	<p>These measures resulted in increased HHO gas generation, reduced natural gas consumption, and a notable decrease in CO₂ emissions, contributing to overall energy efficiency.</p>
3.	Environmental Monitoring and Safety Systems	<p>Emergency crusher interlock with cutting line to avoid the ideal running of the crusher.</p> <p>Optimization of axial blowers by interlocking them with quenching blowers to avoid ideal running of the blower.</p> <p>Optimization of axial blowers by interlocking them with quenching blowers to save energy.</p>	<p>These installations led to a substantial reduction in dust emissions, improved air quality, and a healthier work environment.</p>
4.	Water Management Initiatives	<p>Installation of dedusting systems for cullet crushers and hot air ventilation fans in the quenching area to manage air emissions effectively.</p> <p>Deployment of real-time monitoring equipment.</p> <p>Additional installations included Environmental Monitoring Meters, Electrical AHU Units, Real-Time Dust Monitors, and systems for Dust and Temperature Control.</p> <p>Water management initiatives included establishing Membrane Bioreactor Sewage Treatment Plants with capacities of 5 KLD and 15 KLD to treat and recycle wastewater.</p> <p>Installation of additional filtration units for glass washing at various locations to enhance water quality and reduce consumption.</p>	<p>Effective management of hot air emissions and temperature control reduced heat-related risks.</p> <p>Compliance with air quality standards was ensured, and optimized energy usage resulted in lower energy costs and minimized environmental impact.</p> <p>Overall, dust and temperature control were improved, maintaining a safe and efficient workspace.</p> <p>These efforts improved wastewater treatment and recycling, contributing to significant water conservation and achieving zero liquid discharge (ZLD).</p>

5. Waste Management Initiatives

Glass washing used RO Water has been utilised in cooling tower as a makeup water. Water reused Average 30 KL per day based on TL RO consumption.

Additional filtration units for glass washing circulation water have been installed across multiple lines, resulting in 10% reduction in RO water consumption.

Undertaken several initiatives to enhance resource efficiency. These initiatives include implementing a comprehensive waste recycling program, utilizing advanced sorting technologies, and developing a new scrap yard. By identifying suitable recyclers, the organization has significantly reduced waste generation and minimized its environmental impact. A scrap yard was developed at the old batch house, where sustainable waste management practices were implemented to process, reuse, recycle, and safely dispose off waste. These efforts collectively contributed to efficient waste management and promoted environmental sustainability.

This resulted in highly efficient waste management, with 99.9% of both hazardous and non-hazardous waste being recycled, thereby promoting the principles of a circular economy.

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

Yes, we have a comprehensive business continuity and disaster management plan in place. It encompasses risk mitigation strategies tailored to various scenarios, including natural disasters, cyber threats, and operational disruptions. The plan outlines protocols for ensuring the continuity of critical functions, data protection measures, communication strategies, and employee safety protocols. Additionally, we have established a dedicated Risk Management Committee responsible for overseeing the implementation and periodic review of the plan to ensure its effectiveness in safeguarding our operations and stakeholders' interests.

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.

The Company intends to undertake assessment of environmental impacts arising from the value chain of the entity in the coming years.

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

No such assessment has been done in the current year but the Company intends to introduce formal assessment of its value chain partners on environmental impacts in coming years.



PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

We engage constructively and in full compliance with all applicable laws and regulations when developing and advocating government policies. Our interactions with the government are conducted ethically and transparently to address the grievances of the public at large.

Stakeholders



Material Topics

 Code of Conduct

 Regulatory Issue & Compliance

Sustainable Development Goals



Capitals



BOROSIL RENEWABLES LIMITED

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.

We are affiliated with 8 trade and industry chambers / associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations(State/National)
1.	CAPEXIL	National
2.	Federation of Gujarat Industries	State
3.	All India Glass Manufacturers' Federation	National
4.	Bombay Chamber of Commerce & Industry	State
5.	Solar Ancillary Manufacturer's Association (SAMA)	National
6.	The Associated Chambers of Commerce and Industry of India	National
7.	Confederation of Indian Industry (CII)	National
8.	Indian Solar Manufacturers Association (ISMA)	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
-------------------	-------------------	-------------------------

There has been no case against us related to anti-competitive conduct.

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly /Others –please specify)	Web Link, if available
1.	Advocated for the Imposition of Anti-Dumping Duty on Imports of Textured/ Tempered Glass from China & Vietnam	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	https://www.dgtr.gov.in/anti-dumping-cases/anti-dumping-investigation-concerning-imports-textured-tempered-coated-and

2.	Advocated for the Imposition of Counter-Vailing Duty on Imports of Textured/Tempered Glass from Vietnam	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	https://www.dgtr.gov.in/countervailing-duty-investigation/countervailing-duty-investigation-concerning-imports-textured
----	---	--	-----	-----------	---

In addition, we have also been working towards imposition of Basic Customs Duty on Imports of Textured/Tempered Glass as per the import tariff.



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

At Borosil Renewables, we play a crucial role in promoting equitable and inclusive societal growth. We collaborate with the government and civil society to uplift disadvantaged, vulnerable, and marginalized communities, striving to create a fairer and more equitable world.

Stakeholders



Material Topics



Supply Chain Management



Diversity, Equity & Inclusion

Sustainable Development Goals



Capitals



ESSENTIAL INDICATORS

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

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

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

Name of project for which R&R is ongoing	State	District	No. of Projects Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
Not Applicable					

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

We have a Stakeholder Engagement and Grievance Redressal Policy which outlines the mechanism to receive complaints from different stakeholders including community along with the designated responsible person to address the concern. The said Policy is available on the Company's website at- https://borosilrenewables.com/Files/Stakeholder_Engagement_and_Grievance_Redressal_Policy.pdf The company ensures that designated officers address these grievances within the specified timeframe from when the complaint is received.

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

Category	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	19.25%	30.02%
Directly from within India	36.03%	4.99%*

*The FY 2022-23 data i.e. 4.99% is based on the previous year BRSR reporting requirement which required companies to report the material sourced from district and neighbouring districts.

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	90%	93%
Semi Urban	0	0
Urban	3%	1%
Metropolitan	7%	6%

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

BOROSIL RENEWABLES LIMITED

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:

S. No.	State	Aspirational District	Amount spent (in INR)
			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, however the Company prioritizes local vendors for raw material procurement, supporting the local economy. We emphasize sourcing from local suppliers, with MSMEs and small vendors at the forefront of our procurement decisions. Local sourcing is integral to our value chain.

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

NA

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

NA

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

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

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
NIL	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Horticulture – Plantation of fruit trees and related activities in Burhanpur District, Madhya Pradesh (Implemented through Global Vikas Trust)	270 farmer families	100%

2	Undertaking water harvesting at Ruhi river and horticulture & sericulture related activities in Beed District, Marathwada (Implemented through Global Vikas Trust)	3 villages with population of 6,066 persons are benefitted	100%
3	Promoting education - 'One Teacher School' called as 'Ekal Vidyala', situated at Phulbani, Odisha (Implemented through Friends of Tribal Society)	64 villages and 1209 students are benefitted	The project has long-term benefits for diverse populations, including vulnerable and marginalized groups.
4	Hospital expansion project, Jhagadia, Gujarat (Implemented through Sewa Rural Trust)	This is an ongoing project and Phase 1 of this project is completed. The average of 500 patients are benefitted on a daily basis.	100%
5	Exclusive construction of housing facilities for faculty members of Chinmaya Vishwa Vidyaapeeth situated in Ernakulam, Kerala (Implemented through Central Chinmaya Mission Trust)	Since this is an ongoing project, the number and percentage of beneficiaries cannot be determined at this stage	-
6	Construction of Govali Panchayat Office building, which would consist of ground + 1 floor, with basic amenities/infrastructure at Govali, Bharuch, Gujarat (Being implemented directly by the Company)	Upon completion of the construction of the new Panchayat office, the residents of Govali, Bharuch will be benefitted from it.	-





PRINCIPLE 9

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

At Borosil Renewables, customer centricity is paramount. We gather valuable customer insights through robust feedback mechanisms and regular engagement, ensuring we stay responsive to market dynamics. Additionally, our dedicated after-sales support service and strategically located service centers reinforce our commitment to customer satisfaction.

Stakeholders



Material Topics

-  Data Privacy & Cyber Security
-  Customer Retention
-  Innovation, Research & Development
-  Product Quality

Sustainable Development Goals



Capitals



ESSENTIAL INDICATORS

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

We regularly conduct customer satisfaction surveys to obtain feedback from customers. The survey helps us understand the feedback of the customers on various products and quality parameters that we have identified. The results of the surveys are analysed and discussed in detail internally and are then taken forward for implementation. There is also a mechanism available for registering and resolving customer complaints. Timely resolution of complaints and corrective/ preventive action are important aspects of the process. Customer complaints are also holistically studied, and data trends are analysed on a regular basis.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%*
Safe and responsible usage	100%*
Recycling and/or safe disposal	100%*

*The steel pallets used for packaging solar glass are equipped with return information and a gate pass, allowing them to be efficiently returned to the Company for reuse/recycling purpose.

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber- security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-
Unfair trade practices	-	-	-	-	-	-
Other	188	1	-	104	0	-

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

	Number	Reasons for call
Voluntary recalls	-	-
Forced recalls	-	-

BOROSIL RENEWABLES LIMITED

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.

The Company maintains a comprehensive cyber security and data privacy policy aimed at safeguarding the information of employees, contractors, vendors, interns, associates, and business partners, while ensuring compliance with laws and regulations. With an effective risk management framework in place, the Company endeavors to protect all data against breaches of confidentiality, integrity failures, availability interruptions, loss of authenticity, and repudiation of actions.

The information security team is diligent in addressing cyber security and data privacy risks, conducting regular violation checks, and ensuring adherence to the data privacy policy. Reports on cybersecurity violations are presented by the information security team to the Head of IT and discussed with the Board of Directors or its Committees and the Company's management.

Furthermore, the Policy mandates the Company to organize awareness programs on information security and data privacy, coupled with regular trainings, and encourages employees to report any suspicious activities. The data privacy policy is accessible on the Company's website at <https://borosilrenewables.com/Files/Data%20Privacy%20Policy.pdf>

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 as no complaints were received.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

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

Not Applicable

c. Impact, if any, of the data breaches

Not Applicable

LEADERSHIP INDICATORS

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

The information is available on the company's website – www.borosilrenewables.com We also have social media handles from where information on our products can be accessed.



<https://www.youtube.com/@borosilrenewablesltd.8905>



<https://www.linkedin.com/company/borosil-renewables/mycompany/>



<https://twitter.com/borosilrenew>



<https://www.borosilrenewables.com/>



<https://borosilrenewables.com/products>

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

We have provided our customers with product manuals that include all relevant details, such as handling, storage, and usage instructions. Our teams stay in regular contact with customers to address any questions they may have about using the products. Additionally, we take steps to educate consumers about safe and responsible usage through various exhibitions and our social media channels.

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

Our sales and key account management teams consistently communicate with customers through both verbal and written channels. In the event of any delays or disruptions in product supply, customers are promptly informed, and the next steps are collaboratively determined.

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).

Not applicable, as the Company primarily operates on a B2B basis, making the display of extensive product information unnecessary.

Yes, the Company conducts regular customer satisfaction surveys to gather feedback on our products and quality parameters. The results of these surveys are thoroughly analyzed internally, and we use the findings to decide our future actions and improvements.