

**ASTRA MICROWAVE PRODUCTS LIMITED**

Regd. Office: ASTRA Towers, Survey No. 12(P), Kothaguda Post
Kondapur, HITEC City, Hyderabad, Telangana, INDIA - 500084
Tel : +91 40 46618000, 46618001. Fax : +91 40 46618048
Email : mktg@astramp.com, website : www.astramp.com
CIN: L29309TG1991PLC013203

August 2, 2024

To
The General Manager
Department of Corporate Relations
BSE Limited
Sir Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai -400 001

To
The Vice President
Listing Department
**The National Stock Exchange of
India Limited**
Exchange Plaza
Bandra Kurla Complex, Bandra (East)
Mumbai 400 051

Scrip code: 532493

Scrip code: ASTRAMICRO

Dear sir,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report for the financial year 2023-24.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,
For Astra Microwave Products Ltd

T.Anjaneyulu
G.M - Company Secretary

An ISO 9001, ISO 14001, ISO 45001 and ISO 27001 Certified Company

Works:

Unit 1: Plot No. 12, ANRICH Industrial Estate, Bollaram, Medak Dist., Telangana - 502325

Unit 2: Plot No. 56A, ANRICH Industrial Estate, Bollaram, Medak Dist., Telangana - 502325

Unit 3: Sy. No. 1/1, Imarath Kancha, Raviryal (V), Maheshwaram (Mdl) R.R.Dist., Telangana - 501510

Unit 4: Sy. No. 1/1, Plot No. 18 to 21, Imarath Kancha, Hardware Park, Raviryal (V), Maheshwaram (M), R.R.Dist, Telangana - 501510

Unit 7: Sy. No.114/1, Plot No. S-2/9 & 10, E-City, Raviryal & Srinagar (V), Maheshwaram (M), R.R.District, Telangana - 501359

R&D Centre: Plot No. 51 (P), Bangalore Aerospace Park, Singanahalli Village, Budigere Post, Bangalore North Taluk, Karnataka - 562149



ANNEXURE – 7 TO THE DIRECTORS' REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1	Corporate Identity Number (CIN) of the Listed Entity	L29309TG1991PLC013203
2	Name of the Listed Entity	ASTRA MICROWAVE PRODUCTS LIMITED
3	Year of incorporation	13-09-1991
4	Registered office address	ASTRA TOWERS, Survey No:12 (Part), Opp. CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500038, India
5	Corporate address	ASTRA TOWERS Survey No:12 (Part), Opp. CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500038, India
6	E-mail	sgr@astramwp.com
7	Telephone	040-46618000
8	Website	http://www.astramwp.com/
9	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd (Bombay Stock Exchange) & NSE Ltd. (National Stock Exchange of India)
11	Paid-up Capital	Rs. 18,98,90,016/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	T. Anjaneyulu (G.M.-Company Secretary) 040-46618007 tan@astramwp.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assurance provider	Not Assured
15	Type of assurance obtained	-

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Design, Development, and Manufacturing of RF & Microwave Systems, Sub System and Components.	Radar, Radar apparatus and radio remote control apparatus	90.00%
2	Manufacture of navigational, meteorological, geophysical and related instruments and apparatus oceanographic or hydrological instruments; seismometers, rangefinders, automatic pilots, sextants, ultrasonic sounding instruments and special instruments for air navigation	Navigational, meteorological, geophysical and related instruments and apparatus	10.00%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Manufacturing of radar, Radar apparatus, and radio remote control apparatus	33124	87.73%
2.	Manufacture of electronic integrated circuit and micro-assemblies: monolithic or hybrid and electronic micro-assemblies of moulded module, micro-module or similar types	32106	0.30%
3.	Installation of heating and air-conditioning systems, antennas, elevators and escalators; insulation work (water, heat, sound); and sound proofing systems.	45302	0.58%
4.	Manufacture of other electronic components n.e.c	32109	1.25%
5.	Manufacture of navigational, meteorological, geophysical and related instruments and apparatus oceanographic or hydrological instruments; seismometers, rangefinders, automatic pilots, sextants, ultrasonic sounding instruments and special instruments for air navigation	33126	10.14%

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	7	2	9
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	2

*We have GST registration in 4 states

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

31%

c. A brief on types of customers

Astra Microwave caters to a diverse clientele, prominently encompassing the government sector, public sector units, and defense public sector units, etc.



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total		Male		Female
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES*						
1	Permanent (D)	1,469	1,220	83.05%	249	16.95%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	1,469	1,220	83.05%	249	16.95%
WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	-	-	-	-	-

*We do not have Other than permanent employees, permanent and other permanent Workers at our company.

b. Differently abled Employees and workers:

Differently Abled Employees and Workers						
Sr. No.	Particulars	Total		Male		Female
		(A)	No. (B)	% (B / A)	No. (C)	%(C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (E)	-	-	-	-	-
6	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	%(B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	5	0	-

22. Turnover rate for permanent employees and workers

Particular	FY 2023-24			FY 2022-23			FY 2021-22		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.05%	13.86%	13.17%	19.12%	25.21%	19.98%	18.78%	19.29%	18.85%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	Bhavyabhanu Electronics Private Limited	Subsidiary	100%	No
2.	Aelius Semiconductors Pte. Ltd.	Subsidiary	100%	No
3.	Astra Foundation	Subsidiary	99.9%	No
4.	Astra Rafael Comsys Private Limited	Joint Ventures	50%	No
5.	Janyu Technologies Private Limited	Associate	9.09%	No
6.	Astra Space Technologies Private Limited	Subsidiary	100%	No

VI. CSR Details

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

Yes

a. Turnover (in Rs.)

9,04,25,71,126

b. Net worth (in Rs.)

9,68,18,46,016

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)*	FY 2023-24			FY 2022-23		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://astramwp.com/contact-us/
Investors (other than shareholders)	https://scores.gov.in/
Shareholders	https://astramwp.com/shareholdersfeedback-form/
Employees and workers	https://hrconnect.astramwp.com/HRInquiries.aspx
Customers	https://astramwp.com/
Value Chain Partners	https://astramwp.com/contact-us/
Other (please specify)	-

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Design & Innovation	0	By focusing on continuous improvement and staying at the forefront of technological advancements, companies can create innovative products that meet evolving customer needs. Embracing user-centered design, incorporating sustainable practices, and fostering a culture of creativity and collaboration can drive competitive advantage, customer loyalty, and market growth. This opportunity allows companies to lead the industry and shape the future of RF and microwave technology.	-	Positive
2.	Employee Satisfaction and Wellness	0	Fostering employee satisfaction is a valuable opportunity for companies. By prioritizing factors such as work-life balance, career development, competitive compensation, and a positive work environment, companies can enhance employee morale, productivity, and retention. Engaging employees, providing growth opportunities, and recognizing their contributions can create a motivated workforce that drives innovation and contributes to the overall success of the organization.	-	Positive
3.	Sustainable Supply Chain	0	Sustainable supply chain presents an opportunity to reduce environmental impact while enhancing efficiency and profitability. It allows the company to meet growing consumer demand for eco-friendly products, boost brand reputation, and potentially open new market opportunities. Companies that actively manage the supply chain's impacts through standards, monitoring, and engagement with suppliers may be better positioned to protect shareholder value in the long run.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Energy Management and Clean Tech	O	Optimizing energy management and incorporating clean technology presents tremendous opportunities for RF and microwave technology companies. By reducing energy consumption and integrating renewable energy sources, companies can lower operational costs and carbon footprint. Leveraging clean technology fosters innovation, drives efficiency, and aligns with increasing global emphasis on sustainability, thus enhancing the company's reputation and market position.	-	Positive
5.	Data privacy and cyber security	R	In the realm of RF/Microwave/ Digital electronics, hardware products and associated software can harbor security gaps that may pose threats to consumer data security. Therefore, the onus is on the manufacturers in this industry to ensure the integrity of user data. If businesses operating in this sector fail to devise a comprehensive methodology to detect such vulnerabilities, they may inadvertently place consumer data at risk and potentially undermine their customer.	To address data privacy and security, the company has established a robust Cyber Risk Management framework. This framework, overseen by the Information Technology & Security Committee and Risk Management Committee, ensures constant monitoring of cyber risks and their mitigation. Data access is strictly controlled and data encryption is employed to ensure security. Moreover, the company has intensified its efforts to educate employees, customers, and other stakeholders about cyber frauds and the importance of data privacy, as part of its commitment to maintaining a secure digital environment.	Negative



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Corporate Governance	R	Companies are assessed on their performance in key governance areas such as ownership structure, board remuneration, accounting practices, corporate ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	To mitigate corporate governance risk, the company regularly reviews and updates its policies to ensure they remain relevant and effective. The Board plays a crucial role in this process, overseeing the review of governance practices and structures. Additionally, governance policies are revised to reflect changes in legislation and industry best practices. This proactive approach to governance helps manage risk, enhance transparency, and ensure compliance with all relevant regulations and standards.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No	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/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c Web Link of the Policies, if available	https://astramwp.com/policies-1/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	-	-	ISO 45001:2018	ISO 14001:2015	-	-	ISO 27001:2013
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our institution grasps the significance of establishing benchmarks to assess progress in meeting all the principles of the NGRBC. As we are in our initial year of implementing ESG, we aim to outline our aspirations and targets in the upcoming reporting cycle. We recognize the vital role of aligning our ESG initiatives with our business objectives and are dedicated to establishing a robust and effective ESG strategy that ensures sustainability and delivers enduring benefits for all stakeholders.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

**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)

Dear Stakeholders,

At Astra Microwave, we believe sustainability is integral to our operations. This update highlights our progress in addressing environmental, social, and governance (ESG) challenges.

Our commitment begins with a strong foundation. We conducted a comprehensive materiality assessment to identify the most critical sustainability issues. This allows us to prioritize and address these issues effectively. Furthermore, we meticulously calculated our carbon and water footprints. This data provides a clear picture of our environmental impact and shapes our sustainability strategies and goals. To guide our actions and decisions, we have established a comprehensive Business Responsibility and Reporting (BRR) policy.

Our dedication is evident in real-world actions. Our Bangalore building proudly holds a 5-star GRIHA rating, showcasing our commitment to energy-efficient and sustainable infrastructure. We've also invested in a solar power plant to increase our reliance on clean, renewable energy sources, contributing to a cleaner future. Additionally, sewage treatment plants (STPs) implemented across all units ensure responsible water use and minimize our environmental footprint.

Our employees are crucial partners in sustainability. We prioritize their training and development, equipping them with the knowledge and skills to contribute effectively. We also established a transparent and efficient grievance portal, offering a platform for vendors, customers, investors, and employees to address their concerns.

The path to sustainability presents challenges like data availability, evolving regulations, and investor expectations. We are a proactive organization, continuously monitoring and adapting to these challenges. To ensure our practices align with best standards, we've set clear targets in key areas such as poverty eradication, energy use, sustainable transport, health, and promoting full employment. These targets serve as milestones on our journey towards sustainable development.

Looking ahead, transparency, continuous improvement, and collaboration with stakeholders remain core values. We value your support and engagement as we work together to build a better, more sustainable future.

S. Gurunatha Reddy

Managing Director

Astra Microwave Products Ltd.

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

Mr. S. Gurunatha Reddy

Managing Director

- 9** Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). Yes

If Yes please provide details

Mr. S. Gurunatha Reddy

Managing Director

10 Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Director								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director								

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Annually								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually								

11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	Yes								
	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">International Organization for Standardization</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">International Organization for Standardization</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">International Organization for Standardization</div> </div>								
If yes, provide name of the agency.	-	-	-	-	-	-	-	-	-

Note for point 11: While the Company has not carried out an independent audit of the policies, the policies are periodically reviewed as part of various management systems by the respective certification bodies auditors (EHS, ISO, AS, ISMS) and Internal Auditors. The policies relating to statutory compliance are reviewed by Internal Auditors, Statutory Auditors and Secretarial Auditors.

12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

**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.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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	6	Compliance (SEBI, ROC), Industry Overview, Corporate Governance, Knowledge enhancement,	100%
Key Managerial Personnel	6	Compliance (SEBI, ROC), Industry Overview, Corporate Governance, Knowledge enhancement, Technical training	100%
Employees other than BOD and KMPs	191	Health safety, ethical behavior, workmanship, IPC, Quality Management System, Skill development	100%
Workers	-	-	-

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	Nil	Nil	Nil	Nil
Settlement	NA	Nil	Nil	Nil	Nil
Compounding fee	NA	Nil	Nil	Nil	Nil

Non Monetary				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	Nil	Nil	Nil
Punishment	NA	Nil	Nil	Nil

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 anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

Our organization is committed to strictly adhering to an anti-corruption and anti-bribery policy. We prioritize ethical business practices and firmly oppose any form of abusive, corrupt, or anti-competitive behavior. Our policy underscores our dedication to integrity, promoting transparency, and preventing unlawful actions in all our operations and transactions. We maintain a zero-tolerance approach to corruption, enforce rigorous controls, and conduct regular audits to ensure compliance. By fostering a culture of honesty and openness, we aim to build a trustworthy and reputable organization that upholds the highest ethical standards.

If Yes, Provide a web link to the policy, if available –Web link anti corruption or anti bribery policy is place

<https://astramwp.com/policies-1/>

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

Particulars	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

No Corrective Action Required

8. Number of days of accounts payables in the following format:

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	58	31

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0



Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6.65%	12.67%
	b. Sales (Sales to related parties / Total Sales)	6.30%	8.15%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.28%	8.41 %
	d. Investments	100.00 %	100.00 %

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

- 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.**

Sr. No.	Particular	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
1	R&D	0	0	-
2	Capex	0	0	-

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

- 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)	Not Applicable
(b) E-waste	Due to the nature of our operations, which entail extensive dealings with defense and government agencies, we do not currently practice product reclamation for purposes of reuse, recycling, or disposal. The sensitivity of these sectors and the strict regulations they adhere to require us to adopt this approach.
(c) Hazardous waste	
(d) other waste	

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

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,220	1,220	100%	1,220	100%	-	-	-	-	1,220	100%
Female	249	249	100%	249	100%	249	100%	-	-	249	100%
Total	1,469	1,469	100%	1,469	100%	249	100%	-	-	1,469	100%
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

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

1. 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			3.18%	2.60%



2. Details of retirement benefits, for Current FY 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%	0%	Yes	100%	0%	Yes
Gratuity	100%	0%	Yes	100%	0%	Yes
ESI	100%	0%	Yes	100%	0%	Yes
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? yes

If not, whether any steps are being taken by the entity in this regard.

Our office has been designed to ensure accessibility and smooth navigation for everyone, thereby fostering inclusivity and comfort within our diverse workforce. We place a high priority on creating a welcoming environment that specifically caters to the needs of employees with disabilities. This dedication exemplifies our unwavering commitment to promoting diversity and accessibility throughout our organization.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? yes

If so, provide a web-link to the policy.

We have an equal opportunity policy in place that complies with the Rights of Persons with Disabilities Act, 2016. This policy ensures that we provide fair and equal opportunities throughout the recruitment process and during employment, regardless of caste, creed, gender, race, religion, or disability.

We actively promote a diverse and inclusive work environment where everyone feels valued and respected.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	-	-
Female	100%	91%	-	-
Total	100%	91%	-	-

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.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes	<p>Our organization has implemented a structured Grievance Redressal mechanism to ensure the prompt and effective resolution of employee grievances. Employees are encouraged to initially raise their grievances with their immediate superior, bringing any concerns or issues promptly to their attention. In situations where the grievance involves the immediate superior, employees should approach the HR department directly to communicate their concerns, ensuring an unbiased and impartial investigation and resolution process. The immediate superior or designated HR representative will conduct a thorough investigation and make reasonable efforts to resolve the issue within approximately three working days, meticulously documenting all discussions and actions taken and submitting these to the HR department.</p> <p>If an employee remains dissatisfied with the resolution provided by the immediate superior, they have the option to escalate the grievance by submitting a Grievance Form (Annexure - 17) to their next-level manager. The manager will then conduct a comprehensive investigation and endeavor to resolve the issue within a reasonable timeframe, typically three working days, with all discussions and relevant documentation meticulously recorded and shared with the HR department. Should the employee continue to be unsatisfied with the resolution provided by the manager, they retain the right to approach the HR department for further intervention. The HR team will conduct an impartial investigation, considering all perspectives, and provide a final resolution to the grievance.</p> <p>By adhering to this Grievance Redressal mechanism, we ensure that employee concerns are heard and addressed in a fair, transparent, and efficient manner. This structured approach enables us to resolve grievances while maintaining comprehensive documentation and upholding the principles of fairness and accountability throughout the process.</p>

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	1,220	0	0%	1,095	0	0%
Female	249	0	0%	184	0	0%
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Details of training given to employees and workers										
Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1,220	1,220	100%	1,220	100%	1,095	1,095	100%	1,095	100%
Female	249	249	100%	249	100%	184	184	100%	184	100%
Total	1,469	1,469	100%	1,469	100%	1,279	1,279	100%	1,279	100%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1,220	973	79.75%	1095	1095	100%
Female	249	153	61.45%	184	184	100%
Total	1,469	1,126	76.65%	1279	1279	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system

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

If Yes, the Coverage such systems?

The company-owned facilities and offices have Occupational and health & safety management system implemented and on place.

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

To identify work-related hazards and assess risks on both routine and non-routine bases, the entity employs a systematic process that ensures comprehensive evaluation and effective management of occupational health and safety (OHS) hazards. This process includes the following steps:

1. Identification of Significant Hazards/Risks:

- **Assessment Against Criteria and Ratings:** Hazards identified in each work area are assessed against specific criteria and assigned ratings to determine their significance.
- **Overriding Factors and Potential Emergencies:** Any hazard classified under the 'overriding factors, Potential Emergency' is automatically deemed a significant hazard due to its potential severity.
- **Significance Score Classification:** Hazards are further evaluated based on their significance scores. Those falling into the "Unacceptable" and "Needs correction" categories, with LXS values ranging between 5 and 25, are considered significant and prioritized for action.

2. Post-Control Evaluation of Hazards/Risks:

- **Control Measure Implementation:** The effectiveness of control measures implemented to mitigate identified environmental aspects and impacts is a crucial component of the evaluation.
- **OHS Hazards and Associated Risks Evaluation:** Similar to environmental evaluations, OHS hazards and associated risks are assessed using overriding factors and the significance score criteria.
- **Categorization of Significance Scores:** The significance scores are categorized into three levels: High, Medium, and Low. This categorization is based on a predefined evaluation table that guides the prioritization of hazard management efforts.

By adhering to this thorough evaluation process, the entity ensures that significant hazards and risks are identified and managed effectively. This systematic approach facilitates the prioritization and implementation of appropriate control measures, thereby enhancing workplace safety and mitigating potential risks.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? (Yes/ No) yes

We've established an Emergency Response Team (ERT) specifically trained to handle emergencies and coordinate with local essential services for incident management.

The ERT comprises key personnel responsible for providing and coordinating an efficient response to minimize disruptions to our business operations during emergencies. This team includes members such as the Rescue Team, First Aiders, Observers, Firefighters, Security Staff, and Communication Lead, all under the leadership of the Security Officer on duty.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) Yes, We have authorized outside agency for daily/ weekly/monthly health checkups of all Employees of factories.

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	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The organization has implemented multiple measures to guarantee a safe and healthy workplace. Firstly, there is a clearly defined procedure for evaluating occupational health and safety (OHS) hazards and risks. This systematic assessment aids in identifying potential risks and devising appropriate control measures. Additionally, the company places strong emphasis on proper documentation and record-keeping, aligning with the requirements of Environmental Health and Safety Management System (EHSMS) documentation. This ensures accurate recording of relevant information regarding safety measures, incidents, and corrective actions, which can be accessed as needed.

To uphold high safety standards, regular internal and external audits are conducted throughout the year. These audits evaluate compliance with safety protocols, pinpoint areas for improvement, and ensure ongoing adherence to safety regulations. Furthermore, the company has established EHS objectives and key performance indicators (KPIs) for each department. These objectives and KPIs are monitored regularly to track progress and address any deviations from set targets. This proactive approach facilitates continuous improvement and maintains a focus on fostering a safe working environment.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

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

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

No corrective actions were needed to rectify safety-related incidents or address significant risks/concerns identified during health and safety practice assessments and evaluations of working conditions.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

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

Our stakeholder groups include individuals and entities directly or indirectly affected by the company's operations, as well as those with the potential to impact our value creation in the short, medium, or long term. We prioritize fostering mutual, trust-based relationships with our stakeholders, striving to understand their priorities and create shared value. In alignment with our business model, the company has identified these key stakeholder groups to ensure their needs and expectations are integrated into our strategic planning and operational processes.

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	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	Email, Calls, Direct contact, Directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects
Shareholders	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Employees	No	Direct contact, HR Connect, Email, SMS, DailyCalls	Daily	To inform employees on key developments within the Company; to involve employees in decision making and aligning them to the shared purpose of the Company's Vision, Values and business strategy; to invigorate employees and enable delivery of the employee promise
Vendors/ suppliers	No	Email, SMS, Website, other physical and digital channels	Frequent or as and when required	Business services and increase scope for further expansion
Industry bodies Regulators	No	Email, personal meetings, calls	As and when required	Discussions on policy regulations and amendments, inspections, and approvals

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government; NGOs; Local Communities, media, Industry analyst, Society at large	Yes	Email, Calls, Direct contact, Communicating through Astra foundation, Directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects
Customers	No	Direct contact, Email, SMS, Newspaper, Pamphlets, Advertisement, Website	Frequent or as and when required	Product quality / technical complaints/delay Deliveries
Investors	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Industry peers	No	Email, personal meetings, calls	As and when required	Discussions on policy regulations and amendments, inspections, and approvals

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.

We value open communication and collaboration with our stakeholders. Their perspectives are crucial for making informed decisions that contribute to our long-term success. We have established multiple channels for receiving feedback on economic, environmental, and social topics. These channels include mail, online surveys, and dedicated suggestion boxes at our facilities.

We actively gather and analyze this feedback to understand stakeholder concerns, priorities, and suggestions. Key insights are then presented to the Board of Directors, ensuring these broader perspectives inform their discussions and decision-making processes. This multi-pronged approach fosters transparency and helps us address the economic, environmental, and social issues that matter most to our stakeholders.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No): Yes

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.

We actively engage stakeholders to identify and manage environmental and social topics. Internal stakeholder insights are crucial in our materiality assessment, helping us prioritize material topics impacting our business and stakeholders. Their feedback also informs the development and revision of our environmental and social policies, ensuring they address stakeholder concerns.

This collaborative approach extends to program design. We actively seek stakeholder input when creating initiatives to manage and mitigate our impacts.

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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**

Benefits	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	1,469	1,469	100%	1,279	1,279	100%
Other than permanent	-	-	-	-	-	-
Total Employees	1,469	1,469	100%	1,279	1,279	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees Permanent										
Male	1,220	0	-	1,220	100%	1095	0	0%	1095	100%
Female	249	0	-	249	100%	184	0	0%	184	100%
Total	1,469	0	-	1,469	100%	1279	0	0%	1279	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
Workers Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Executive Directors	3	2,36,05,468	0	0
Non Executive Directors	4	32,99,225	1	32,99,225
Key Managerial Personnel	5	86,73,732	0	0
Employees other than BoD and KMP	1,220	4,77,132	249	4,24,638
Workers	-	-	-	-

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to female as % of total wages	13.74%	12.60%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

yes

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

Certainly, we have a grievance redressal mechanism in place specifically designed to address concerns related to human rights. Employees are encouraged to promptly bring any grievances to their immediate superior for resolution. In cases where the grievance involves the immediate superior, employees have the option to directly approach the Human Resources (HR) department. The superior will conduct a thorough investigation and strive to resolve the issue within approximately 3 working days, ensuring all discussions are documented and submitting relevant documentation to HR.

Should an employee remain dissatisfied with the response from their immediate superior, they have the right to escalate the grievance by submitting a Grievance Form to their next-level manager. The manager will conduct a comprehensive investigation and endeavor to resolve the issue within a similar timeframe, ensuring all discussions are documented and submitting documentation to HR for review.

If the employee continues to be dissatisfied with the resolution provided by the manager, they retain the option to approach HR for an impartial investigation and final resolution. This grievance redressal mechanism ensures a fair and transparent process for addressing human rights-related concerns within the organization.

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

Particulars	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

All discussions related to raised grievances concerning discrimination and harassment are treated with the utmost confidentiality to protect the privacy of individuals involved. Information regarding these complaints is shared only on a need-to-know basis to prevent any potential harm to the complainant. We understand the sensitivity and impact of such cases, thus maintaining strict confidentiality to uphold the rights and well-being of everyone involved.

By prioritizing confidentiality, we create a secure and supportive environment where individuals can confidently come forward with their concerns, knowing that their privacy will be respected throughout the resolution process. This commitment to confidentiality fosters trust and encourages open communication, ensuring a fair and effective grievance resolution process.

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

10. Assessment for the year:

Name of the Assessment	% 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	-

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

No Corrective action required

Leadership Indicators

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No) yes

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	5128.54	5021.93
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	5128.54	5021.93
From non-renewable sources		
Total electricity consumption (D)	13,676.97	12,577.74
Total fuel consumption (E)	1,396.26	1,435.97
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	15,073.23	14,013.71
Total energy consumed (A+B+C+D+E+F)	20,201.77	19,035.64
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000022341	0.0000023416
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000511162	0.0000535758
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		

- 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? (Yes/No)** No
- 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.
- PAT is not applicable for your company

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	20	20
(ii) Groundwater	48,295.90	23,977
(iii) Third party water	1,240	1,224
(iv) Seawater / desalinated water		0
(v) Others- Drinking Water	87.84	82.04
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	49,643.74	25,303.04
Total volume of water consumption (in kilolitres)*	49,123.74	24,823.04
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000054325	0.0000030535
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0001242956	0.0000698641
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.		

*We are using 20.40% of recycled water in the production which reduces our water withdrawal from fresh sources

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment	-	-
With treatment – Secondary treatment	520	480
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	-	

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

yes

If yes, provide details of its coverage and implementation.

This advanced water treatment process will enable us to recover and recycle nearly all of our wastewater, eliminating liquid waste and significantly reducing our environmental impact. By adopting ZLD, we are not only ensuring compliance with stringent environmental regulations but also contributing to water conservation and sustainability. This initiative underscores our dedication to responsible resource management and our ongoing efforts to operate in an environmentally sustainable manner.

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*	mg/nm ³	44.73	57.24
Sox*	mg/nm ³	34.81	47.33
Particulate matter (PM)*	mg/nm ³	28.13	33.95
Persistent organic pollutants (POP)	-		-
Volatile organic compounds (VOC)	-		-
Hazardous air pollutants (HAP)	-		-
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.	In HO, Unit 1, Unit 2, Unit 4 and Unit 7 the evaluation of other emissions were conducted by Care Labs and in Bengaluru Unit the evaluation of other emissions were conducted by Amulya Associates.		

* Average of total other emission from all the company owned locations



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)	Metric tonnes of CO ₂ equivalent	653.34	1,486.89
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,720.20	2,501.57
Total Scope 1 and Scope 2 emissions per rupee of turnover*	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	0.0000003731	0.0000004906
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	0.0000085365	0.0000112249

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) **No**

If yes, name of the external agency.

-

*We have invested in solar power generation which reduced our demand from electricity consumption from non renewable sources. In fy 23-24 , we have substituted nearly 1020 TCO₂e of emissions

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

yes

If Yes, then provide details.

We've undertaken significant initiatives to promote environmental sustainability, such as installing solar power plants across our offices and manufacturing sites, resulting in nearly 1 MW of solar panels. This move not only enhances sustainability but also reduces our reliance on non-renewable energy sources. Additionally, we actively support green plantation efforts, collaborating with programs like Telangana Haritha Haram to plant numerous trees and increase green coverage in our vicinity.

Moreover, we prioritize promoting greenery within our company premises. To further reduce our carbon footprint, we provide a common bus facility for employee transportation, aiming to minimize individual vehicles on the road and reduce greenhouse gas emissions. These combined efforts play a crucial role in combating climate change and are aligned with our dedication to environmental sustainability.

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)	0.992	2.39
E-waste (B)	1.15	0.44
Bio-medical waste (C)	-	0.0001
Construction and demolition waste (D)	1.00	0
Battery waste (E)	0.92	2.44
Radioactive waste (F)	-	0
Other Hazardous waste. Please specify, if any. (G)	0.02	0.18
Other Non-hazardous waste generated (H).	13.48	8.38
Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		

Parameter	FY 2023-24	FY 2022-23
Other office generated waste	10.36	2.43
Iron / Alluminium -Metals	1.77	5.00
Packaging wood	1.09	3.18
Canteen Waste	0.25	-
Grease Waste	0.01	-
Total (A+B + C + D + E + F + G + H)	17.56	16.06
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000019	0.0000000020
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000435	0.0000000458

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	0.094	0
(ii) Re-used	2.291	0
(iii) Other recovery operations	5.153	13.745
Total	7.538	13.745

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	12.26	1.83
Total*	12.26	1.83

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

No

If yes, name of the external agency.

-

* We have disposed 2 tonnes of waste generated in the FY 22-23 in FY 23-24

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.

Our company upholds a comprehensive waste management practice across all our plants and offices. We strongly believe that responsible waste management is integral to environmental sustainability and corporate responsibility. We meticulously monitor and record the waste generated at our facilities. Subsequently, we entrust it to certified vendors specializing in proper waste management, ensuring compliance with regulatory requirements and employing environmentally friendly techniques for disposal or recycling. This approach minimizes environmental impact.

Additionally, we have stringent protocols for managing electronic waste (e-waste) and hazardous waste, which are more intricate to handle. Similar to general waste, we collaborate with certified vendors to ensure the proper disposal or recycling of these waste types. These vendors are carefully chosen to ensure they comply with the latest and most stringent waste handling standards, emphasizing both environmental and human safety.

In conclusion, through vigilant monitoring and collaboration with certified waste management vendors, we guarantee that our waste, whether general, e-waste, or hazardous, is managed in the most environmentally conscious manner possible.



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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
We do not have any offices, plants in ecological sensitive area				

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No, Environmental Impact Assessments of projects has been conducted in the current financial year					

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/NA). Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
We are compliant with the applicable environmental laws/ regulations/ guidelines in India			

Leadership Indicators

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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Increased Energy Efficiency of Existing AHUs	We replaced traditional blowers with V-belt motors and upgraded to Electronically Commutated (E.C) Fan Motors. This transition enhances motor efficiency and reduces power loss.	The electrical load was significantly reduced from 47 KW to 12 KW, resulting in considerable power consumption reduction	
Overhead Water Tank Auto Control System	An automated control system was implemented to manage the overhead water tank, preventing overflow and reducing water wastage.	The initiative successfully reduced water wastage and achieved power savings by optimizing the water pump operation.	

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
AHU's Condenser Drain Water Reuse	The condenser drain water from AHUs, which maintains a temperature below 20°C, is repurposed for chiller operations. This reduces the load on the chiller compressors.	This reuse strategy decreased the load on chiller compressors, leading to a notable decrease in power consumption.	
Solar System Panels Cleaning	We implemented a monthly cleaning schedule for our solar panels and increased the frequency of load measurements from monthly to weekly. This ensures optimal performance and early detection of issues.	Regular cleaning and frequent load measurements allowed early identification of faulty panels. Prompt corrective actions were taken, enhancing overall solar power generation efficiency.	
Sensor-Based Water Taps	Traditional water taps were replaced with sensor-based taps, which automatically control water flow based on user presence, thereby preventing unnecessary water use.	This initiative led to a reduction in water consumption by ensuring water is only used when necessary, eliminating wastage.	
Motion Sensors	Conventional lighting was upgraded to motion sensor lighting, which automatically turns lights on or off based on room occupancy, thus optimizing energy use.	This upgrade reduced excess electricity consumption by ensuring lights are only on when the space is occupied	
RainWaterHarvesting	A rainwater harvesting system was installed at our facility, capturing and storing rainwater for various non-potable uses such as irrigation and cooling systems.	The system has resulted in significant water savings by supplementing our water supply with harvested rainwater.	



PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 7
 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1.	Electronics and Computer Software Export Promotion Council	National
2.	Andhra Chamber of Commerce	State
3.	Confederation of Indian Industry	National
4.	Electronics Industries Association of India	National
5.	ASSOCHEM	National
6.	Indian Space Association	National
7.	Society of Indian Defence Manufacturers	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
Not Applicable		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

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
As the contribution is not exceeding Rs. 10 Crores, the same is 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:**

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement has been undertaken by the entity.						

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

We prioritize open communication and addressing community concerns. We have established multiple channels for receiving and effectively resolving grievances. Residents can voice their concerns directly through our dedicated hotline (040-46618000), submit complaints online via a convenient form on our website (<https://astramwp.com/contact-us/>), or send an email (info@astramwp.com).

Once a grievance is received, we follow a defined process that ensures a prompt acknowledgement, thorough investigation, timely response, and clear communication throughout the resolution process. We strive for a mutually agreeable outcome and believe in continuous improvement to make our grievance redressal mechanism accessible, efficient, and fair for all community members.

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

Particular	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	14.40	10.47%
Directly from within India	50.07%	43.81%

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**

Particular	FY 2023-24	FY 2022-23
Rural	0	0
Semi-urban	0	0
Urban	94%	95%
Metropolitan	6%	5%

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

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

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

The company's product range is limited to electronics designed for Defence and Space use; there are no specific consumer products offered. As part of our standard practice, we annually collect formal feedback from clients/customers. Our customer feedback mechanisms include email, letter, fax, website portal, and verbal communication directly to project management teams. Customers can also lodge complaints through the phone and email addresses provided on the company website. Our goal is to ensure the highest level of customer satisfaction through our robust grievance redressal mechanism. We've also made it easier to reach us by providing a email address (mktg@astramp.com) to the consumer.

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

Particular	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%

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

Particulars	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	—	0	0	-
Advertising	0	0	—	0	0	-
Cyber-security	0	0	—	0	0	-
Delivery of essential services	0	0	—	0	0	-
Restrictive Trade Practices	0	0	—	0	0	-
Unfair Trade Practices	0	0	—	0	0	-
Other	0	0	—	0	0	-

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

- 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)** **Yes**
- If available, provide a web link of the policy The company has established a framework for cyber security and data privacy-related risks, which is accessible on the company's intranet.
- <https://hrconnect.astramwp.com/ITPolicies.aspx>
- 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**
- No corrective action required
- 7. Provide the following information relating to data breaches**
- | | |
|---|----------------|
| a. Number of instances of data breaches along-with impact | 0 |
| b. Percentage of data breaches involving personally identifiable information of customers | 0 |
| c. Impact, if any, of the data breaches | Not Applicable |

For and on behalf of the Board of Directors

Place: Hyderabad
Date: July 17, 2024

S. Gurunatha Reddy
Managing Director
DIN: 00003828

M.V. Reddy
Joint Managing Director
DIN: 00421401