

12th July, 2024

To

The Manager - Listing,
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (East),
Mumbai - 400 051
Stock Code: CRAFTSMAN

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial
Year 2023-24;**

We refer to our letter and XBRL filing dated 4th May, 2024, regarding the filing of the Business Responsibility and Sustainability Report (BRSR) for the financial year ended 31st March, 2024.

With reference to your mail dated 22nd May, 2024, relating to release of BRSR / BRSR Core updated XBRL utility, please find enclosed the updated BRSR of the Company for the financial year ended 31st March, 2024 describing the initiatives taken by the Company from an environmental, social and governance perspective.

The Business Responsibility and Sustainability Report is also available on the website of the Company at www.craftsmanautomation.com.

Kindly take the same into your records.

Thanking you.

Yours faithfully,
for CRAFTSMAN AUTOMATION LIMITED

Shainshad Aduvanni
Company Secretary and Compliance Officer

Encl: As above

Business Responsibility & Sustainability Report

(Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L28991TZ1986PLC001816
2.	Name of the Listed Entity	Craftsman Automation Limited
3.	Year of incorporation	1986
4.	Registered office address	123/4, Sangothipalayam Road, Arasur Post, Coimbatore – 641407 Tamil Nadu, India.
5.	Corporate address	Krishna Towers, 4 th & 5 th Floor, 1087, Avinashi Road, Coimbatore – 641037 Tamil Nadu, India.
6.	E-mail	investor@craftsmanautomation.com
7.	Telephone	0422-7165000
8.	Website	www.craftsmanautomation.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹10,56,41,555
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. Shainshad Aduvanni, Company Secretary and Compliance Officer Telephone: 0422 7165000 Email:shainshad@craftsmanautomation.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 applicable
15.	Type of assurance obtained	Not applicable

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Powertrain	Manufacturing engine parts such as cylinder block and cylinder head, camshafts, transmission parts, gear box housings, turbo charges and bearing caps.	49%
2	Aluminium Products	Key products in Aluminium Products segment include highly engineered and include crank case and cylinder blocks for two wheelers, engine and structural parts for passenger vehicles and gear box housing for heavy commercial vehicle and Aluminium - Casting for power transmission	29%
3.	Industrial & Engineering	Industrial & Engineering vertical is essentially a non-automotive business vertical which cater to diverse user sectors.	

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
		The Company has divided it into two sub segments: Storage Solutions: Key products in storage solutions sub-segment include stationary racking for warehouses, V-store, roll form products and Automated Storage and Retrieval Systems ("ASRS"). Our products in this sub-segment cater to warehousing and industrial sectors High-end sub assembly, contract manufacturing and Others: SPM, Material handling, Gear and Gear boxes, Tool room, mould base & sheet metal.	23%

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

Sl. No..	Product/Service	NIC Code	% of Turnover of the entity
1	Metal and Metal Products	2,930	9.29%
2	Electricals or electronic machinery, Railway or tramway locomotives, rolling stock, railway or tramway fixtures and fittings, mechanical (including electro mechanical) traffic signalling equipment's of all kind and Other machinery and Mechanical Appliances;		46.90%
3	Other Manufacturing activities including Machining Services		43.81%

III. Operations

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

National Location	<p>Number of offices: 5</p> <ol style="list-style-type: none"> 1. Corporate Office at Coimbatore, Tamil Nadu 2. Registered Office and Headquarters at Coimbatore, Tamil Nadu 3. Chennai office at Chennai, Tamil Nadu 4. Delhi office at Gurgaon, Haryana 5. Mumbai Office at Vikroli West, Mumbai, Maharashtra <p>Number of plants :15</p> <ol style="list-style-type: none"> 1. Unit -2 Kurichi, Coimbatore, Tamil Nadu 2. Unit - 3 Headquarter, Arasur, Coimbatore, Tamil Nadu 3. Unit - 3 Sheet Metal Division, Arasur, Coimbatore, Tamil Nadu 4. Sriperumbudur Unit -1, Chennai, Tamil Nadu 5. Sriperumbudur Unit - 2, Chennai, Tamil Nadu 6. Bangalore Unit - 1, Karnataka. 7. Bangalore Unit - 2, Karnataka 8. Pithampur Unit, Madhya Pradesh 9. Jamshedpur Unit, Jharkhand 10. Faridabad Unit - 1 Ballabgarh, Haryana 11. Faridabad Unit - 2 Ballabgarh, Haryana 12. Pune Unit – 2, Sanaswadi, Pune, Maharashtra 13. Pune Unit – 3, Sanaswadi, Pune, Maharashtra 14. Pune Unit – 4, Pimple Jagtap, Pune, Maharashtra 15. Pune Unit -5, Koregoen Bhima, Pune, Maharashtra <p>Upcoming Units: 4</p> <ol style="list-style-type: none"> 1. Nagpur, Maharashtra 2. Faridabad - Unit 3 Ballabgarh, Faridabad, Haryana 3. Kothavadi Unit 1, Kinathukadavu Taluk, Coimbatore 4. Bhiwadi Unit 1, Salarpur, Rajasthan
International Location	<p>Nil</p> <p>The Company has a Wholly Owned Subsidiary named Craftsman Europe B.V. (Formerly known as Craftsman Marine B.V) at The Netherlands</p>

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	18 Countries

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

6.54%

c. A brief on types of customers

1) Powertrain:

- Commercial Vehicles
- Special Utility Vehicles
- Tractors
- Off-highway Vehicles

2) End-user sectors for Aluminium Products:

- Two-Wheelers
- Passenger Vehicles
- Commercial vehicles
- Power transmission & Distribution

3) Industrial & Engineering:

- High end sub-assembly, contract manufacturing & others:
- Automotive, Foundries, Railways, Textile & Printing Machines manufacturers, Engineering
- Storage Solutions:
- FMCG, E-commerce, Food & beverages, Logistics, Pharmaceuticals, Electronics etc.

IV. Employees

20. Details as at the end of Financial Year:31st March, 2024

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
a) Employees						
1.	Permanent (D)	799	769	96.25%	30	3.75%
2.	Other than Permanent (E)	21	19	90.48%	2	9.52%
3.	Total employees (D + E)	820	788	96.10%	32	3.90%
b) Workers						
4.	Permanent (F)	1,701	1701	100.00%	Nil	
5.	Other than Permanent (G)	208	207	99.52%	1	0.48%
6.	Total workers (F + G)	1,909	1908	99.95%	1	0.05%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and Percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	5	Nil	Nil

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.16	22.64	18.40	12.77	13.33	12.79	12.97	17.65	13.09
Permanent Workers	6.47	0	6.47	7.78	0	7.78	7.55	0	7.55

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

23. Names of holding / subsidiary / associate companies / joint ventures

Sl. 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 indicate at column A, Participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Craftsman Europe B.V. The Netherlands	Wholly Owned Subsidiary	100%	No
2	Carl Stahl Craftsman Enterprises Private Limited	Associate Company (Joint Venture)	30%	No
3	DR Axion India Private Limited	Subsidiary	76%	No

VI. CSR Details

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

(ii) Turnover: ₹ 3,20,779 Lakhs

(iii) Net worth: ₹ 1,49,056 Lakhs

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		
		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
Investors (other than shareholders)	Yes	2	0	Complaints resolved	1	0	Complaints resolved
Shareholders	Yes	2	0		1	0	Nil
Employees and Workers	Yes, Separate Grievance Handling Procedure	Nil					
Communities	CAL/IMS/P38						
Customers	available and						
Value Chain Partners	Grievance register followed						
Other (please specify)							

Weblink <https://www.craftsmanautomation.com/investors/#verticalTab2>

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

The Company has structured an internal mechanism for identifying the risks on ESG matters and the same is being reviewed by the Risk Management Committee of the Company. The Company believes that a materiality assessment on sustainability issues will help to analyse and prioritize the issues that have the biggest impact from the Environment, Social and Governance (ESG) perspective. Further, the Company is in the process of enhancing this methodology by conducting this exercise on periodical basis and by engaging external agencies for material assessment.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

PRINCIPLE 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
PRINCIPLE 2	Businesses should provide goods and services in a manner that is sustainable and safe
PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders
PRINCIPLE 5	Businesses should respect and promote human rights
PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment
PRINCIPLE 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
PRINCIPLE 8	Businesses should promote inclusive growth and equitable development
PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner

DISCLOSURE QUESTIONS	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	https://www.craftsmanautomation.com/investors/								
2. Whether the entity has translated the policy into procedures. (Yes//No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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 policies.								
4. Name of the National and International codes/ Certifications/ labels/ standards (e.g Forest Stewardship council, fairtrade, Rainforest Allaince, Trustea) Standards(e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 9001: 2015 IATF 16949: 2016 ISO 14001: 2015 AEO CERTIFICATE Export House Certificate CE Certification								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Department wise specific commitments, goals and targets has been derived and working towards accomplishment of the same								
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) Please refer 'Statement from the Chairman's Desk' in the Annual Report									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	Yes. The Board of Directors and the Risk management Committee of the Company is reviewing the sustainability related issues on regular basis. The CSR committee also reviews the activities undertaken as CSR on regular basis								

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Audit Committee, Risk Management Committee, CSR Committee and Board									Half yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Audit Committee, Risk Management Committee, CSR Committee and Board									Half yearly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. The Company has evaluated the working of its policies internally.								

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

DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	For Principle 7: The Company through associations/ institutions/ trade and industry chambers strives to advocate and pursue various causes that are in larger interest of the industry, economy, society and public.								

The company is continuously reviewing its policies to align with the BR principles in full spirit. The assessment for adoption/ implementation of specific policies is under process which will be continued in next financial year.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Board of Directors	2 Sessions	Familiarisation Programme for the Board of Directors of the Company are being organised on regular basis about the business segments, operations of the Company, regulatory requirements and other matters. The details of Familiarisation Programme can be accessed through the weblink: https://www.craftsmanautomation.com/investors/corporate-governance/#2	100%
Key Managerial Personnel	4 Sessions	On Business continuity and risk mitigation plans	100%
Employees other than BOD and KMPs	35 Sessions	<ol style="list-style-type: none"> 1. 5'S Awareness Training 2. NDT - Level 2 Training Program (Ultrasonic Testing, Magnetic Particle Testing & Penetrant Testing) 3. Design of Quieter Machinery 4. ISO 9001 - 2015 Awareness Training 5. MAGMA Stress Training 6. Safety Conclave 7. Emergency Fire Mock Drill 8. Application Development Training 9. Aluminium Castings Technology 10. V-Store Service Training 11. 5S Certified Auditor Training 12. ISO 14064 Series Carbon Foot Print Lead Implement Course 13. BORN to WIN 14. SPC & MSA Training 15. ISO-14001:2015 EMS Awareness, IFMEA, OCP, EMP & Training 16. International Yoga Day – Session 17. Introduction to ESG & GHG Accounting Awareness Training 18. ISO 14001 : 2015 Awareness Training 19. Advance Excel Training Awareness Training 20. ISO 27001 Awareness & Internal Audit Training 21. ISO / IEC 27032 : 2023 Cyber Security Training 22. Sexual Harassment of Women Workplace (Prevention, Prohibition & Redressal) Act 2013 23. National Seminar on Energy Efficiency 24. Geometric Dimensioning & Tolerance (GD&T) Training 25. Karakuri Workshop 26. First Aid Responder Training 27. AIAG-VDA PFMEA Training 28. Safety and Security in Industries 	100%

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Workers	48 sessions	1. 5'S Awareness Training 2. LOTO Awareness Training 3. Environmental Noise Control 4. PPE Usage & Work Place Safety Training 5. Emergency Fire Mock Drill 6. Application Development Training 7. V-Store Service Training 8. 5S Certified Auditor Training 9. STP Breakdown Mock drill training 10. ETP Breakdown Mock drill training 11. BORN to WIN 12. SPC & MSA Training 13. International Yoga Day – Session 14. Panasonic Tech Day 15. Mitsubishi - Maintenance & Service 16. Innovations in Die Casting - Unleashing Future Possibilities 17. AB-PLC Training(From Multivisia) 18. Health & Safety 19. Forklift Operation 20. OTT – Jacob 21. GDC Die Casting Parts and Defects Remedies 22. SEW PLC & DRIVE 23. Thermal Management in Diecasting Industry 24. First Aid Responder Training 25. Regloplas 26. Awareness Training Program for Migrant Workers 27. SIEMENS S120 Drive Training 28. Safety and Security in Industries 29. Material Safety Data Sheet (MSDS) Training 30. Hazardous Waste Handling & Storage Methods training 30. Hazardous Waste Handling & Storage Methods training	100%

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:

Nil. There are no fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings by the Company during the financial year which are material as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.

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.

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.

Yes. The Company has an anti-corruption and anti-bribery policy which is applicable to all the stakeholders of the company. Further, Internal stakeholders at the time of onboarding are well informed about the policy and adherence to the same. External Stakeholders are informed about the applicability and compliance of policy at the time of business association/engagement

Weblink: <https://www.craftsmanautomation.com/investors/>

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

Nil. There is no such disciplinary action taken by any law enforcement agency against the Directors/KMPs/employees/workers for bribery/ corruption.

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

No complaints were received in relation to issues of Conflict of Interest of the Directors/KMP.

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 payable	97	90

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 Purchase	a. Purchases from trading houses as % of total purchases	18%	19%
	b. Number of trading houses where purchases are made from	96	102
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	50%	43%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	2.12%	1.77%
	b. Number of dealers / distributors to whom sales are made	2	2
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPT in	a. Purchases (Purchases with related parties / Total Purchases)	0.27%	0.14%
	b. Sales (Sales to related parties / Total Sales)	2.42%	1.84%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	98.77%	98.83%

Leadership Indicators

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

Nil

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes. The Company has formulated "Code of Conduct for Board of Directors and Senior Management" which specifies the role and function of the Board and Senior Management and they must act within the authority conferred upon them and in the best interests of the Company.

The Code enumerates that the Directors and Senior Management shall always act in good faith to promote the business and objects of the company for the members as a whole and in the best interests of the Company, its employees, shareholders, the community and shall not engage in any business, relationship or activity, which may be in conflict with the interests of the Company. Further, in case there is likely to be a conflict of interest, he/ she should make full disclosure of all the facts and circumstances thereof to the Board of Directors and the prior approval of the Audit Committee and that of the Board is required to be obtained.

PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

- 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.

Nil

- Does the entity have procedures in place for sustainable sourcing?

Yes. Craftsman Automation Limited having suppliers with sustainable results, main sourcing of supplies are categories as Ingots, Castings, Fasteners, Electrical and service providers. All supplies comply environmental aspects by communicating the Craftsman Supplier manual to all suppliers in which all the Environmental policy, RoHS & REACH Policy are considered.

Craftsman strives to procure components without compromising on quality. It has been encouraging and supporting its suppliers towards all Regulatory compliances as well as successfully completed with Non-disclosure agreement with suppliers

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

30%

- 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 based on the material nature.

For all our own products, Craftsman maintains Products and Service manuals which are released during the product dispatch and commissioning. Manual consists of product life cycle assessment details along with all applicable disposal methodologies.

- 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.

With respect to ISO 14001 :2015, all the applicable statutory and regulatory compliances are followed. Further, the Company maintain OCP's (Operational control procedure) for all type of wastes handling.

Leadership Indicators

- 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

Yes.

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
2511	Storage Systems	27%	Guidelines for life cycle assessment for products followed as per CAL/IMS/Design/ F461 Rev 01	No	No
2822	Special Purpose Machines				

- 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.

Nil

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Aluminium ingots	Recycled aluminium return material used as an input material for the production around 25%.	Recycled aluminium return material used as an input material for the production around 30% to 35%.

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-Waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	11.50 Metric tonnes	Nil	Nil	9.27 Metric tonnes
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

Products are not reclaimed at the end of life of products, however, disposal mechanism is available in product manual.

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	769	Nil		769	100%	-	-	Nil			
Female	30			30	100%	1	3.33%				
Total	799			799	100%	-	0.13%				
Other than Permanent employees											
Male	19	Nil		19	100%	-	-	Nil			
Female	2			2	100%	-	-				
Total	21			21	100%	-	-				

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	1,701			1,701	100%						
Female	Nil			Nil	Nil			Nil			
Total	1,701			1,701	100%						
Other than Permanent Workers											
Male	207			207	100%						
Female	1			1	100%			Nil			
Total	208			208	100%						

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 wellbeing measures as a % of total revenue of the company	0.91%	0.87%

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	98.78%	99.94%	Y	99.21%	99.92%	Y
Gratuity	98.78%	99.94%	Y	99.21%	99.92%	Y
ESI	2.43%	11.74%	Y	2.26%	18.39%	Y
Others - Please specify	Nil					

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

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

Yes. The Policy has been published in the intranet.

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

Nil

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company has a grievance module in the internal ERP software, which can be accessed by all the employees and workers using their login credentials
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

No Unions existing.

8. 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	
		No. (B)	% (B/A)	No (C)	%(C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	788	740	93.91 %	680	86.29%	769	750	97.53%	650	84.50%
Female	32	32	100%	32	100%	24	24	100%	24	100%
Total	820	772	94.15%	712	83.83%	793	774	97.60%	674	85%
Workers										
Male	1,908	1,840	96.44%	1,580	82.81%	1,848	1,820	98.48%	1,530	82.79%
Female	1	1	100%	1	100%	-				
Total	1,909	1,841	96.44%	1,581	82.82%	1,848	1820	98.48%	1,530	82.79%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	788	654	83%	769	484	62.94%
Female	32	22	68.75%	24	10	41.67%
Total	820	676	82.44%	793	494	62.30%
Workers						
Male	1,908	1,686	88.36%	1,848	1,614	87.34%
Female	1	0	0		Nil	
Total	1,909	1,686	88.32%	1,848	1,614	87.34%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity?

Yes. Occupational Health and Safety Management System exists.

Occupational Health and Safety protection is a integral component of the business. The Company's goal is to treat the environment gently and use the natural resources sparingly without hampering the employees occupational Health and Safety by

- Establishing incident free work environment;
- Minimising wastage to prevent natural resources;
- Encouraging innovation for prevention of pollution, injury and ill health;
- Complying with all applicable legal, statutory & regulatory and other required related to Environmental Occupational Health and Safety;

- e) Ensuring proper disposal of waste/ pollutant/ to minimise impact on environment and risk to employees;
- f) Continually improving the environmental Occupational Health and Safety performance.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Failure Modes and Effects Analysis (FMEA) model
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Yes
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
- Yes (GAINS insurance)
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	1.2	1.8
Total recordable work-related injuries	Employees		
	Workers	32	29
No. of fatalities	Employees		
	Workers	Nil	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers	Nil	Nil

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

SAFETY MEASURES

Safety has been a core value and our Management always gives top priority to safety after quality. Craftsman has a structured safety organization that is monitoring and implementing continuously and taking corrective actions for safety improvements. The Company has taken the following safety measures during this financial year.

- All the Legal requirements are complied with the Factories Act 1948 and Rules 1950.
- As per plastic waste management rules 2016, We have complied the EPR (Extended producer responsibility) certification.
- Machine guarding with an interlock system and emergency switch restoration done. Handrail system provided in the machine platforms with colour coding.
- New Occupational Health Center constructed and it's in operation.
- Implementation of QR Code scan system to report Unsafe act/ Unsafe condition, and all Near miss Incidents.
- Installed LNG (Liquified Natural Gas) system instead of LPG, comparatively LNG is low safety risk and also environmentally friendly. The aspect and Impact of the same is very low, when we compare with LPG, LNG minimizes carbon emission.
- As per TNPCB Kurungadual scheme requirement we have created the same in the nearby village and planted 1170 trees and 13 verity of saplings around 26304.6 Sq.m area.
- CMS (Coolant Management System) plant is installed and through this system usage of coolant and wastage of coolant is drastically reduced and it is cost-effective and Low environmental Aspect and Impact and help to maintain the shop floor neat and clean.

9. 110 KV Power station work is in progress for uninterrupted power supply and also usage of DG & Carbon emission will be reduced (Low environmental Aspect and Impact).
10. Instead of Air conditioners introduced common AHU (Air Handling units) system implemented.
11. In Faridabad 2&3 Diesel Gensets upgraded to PNG for Low environmental Aspect and Impact.
12. We have Upgraded 120 KLD Common STP and it's in operation.
13. The following safety measures are taken care of to ensure the safety
 - A. Safety Walk through
 - B. Safety Inspection
 - C. Behavioural Observation
 - D. Incident Investigation and analysis
 - E. HIRA (Hazard Identification and Risk Assessment)
 - F. Internal Audit
 - G. Compliance on Statutory Requirements
 - H. 5S monitoring
 - I. Motivating employees to participate in various continual improvement activities,
 - J. kaizen competition, Quiz competitions, Internal Sports competitions, Safety
 - K. committee meetings for employee engagement.
14. Poka yoke methods to prevent incidents in the machine
15. Emergency escape route plan updated and fixed in all the plants
16. New Fire hydrant system installation work is under and progress.
17. Periodic mock drills and training are conducted as per the requirement.
18. PPE's are provided to all hazardous work and regular monitoring is done to achieve the compliance of zero accident.
19. Hygiene monitoring is being conducted monthly/quarterly basis for Noise level, Lux level, Air monitoring - (O2, CH4, H2S, CO) & (CO2, Temperature, Humidity) and fire extinguishers are being checked in all units.
20. Cold work, Hot work, Elevated work, Excavation work, Confined space entry work permits and LOTO system are introduced to all types of Non-routine activities to ensure ZERO accident.
21. All unsafe Act & Conditions monitored and CAPA closed as per the time line.

13. Number of Complaints on the Working Conditions and Health & Safety made by employees and workers:

Nil

14. Assessments for the year:

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

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

The Company has been making continual improvement activities based on the risk value.

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).

The Company has provided compensation of 18 months salary, Educational fees of ₹25,000/- per year for 2 children upto Higher Secondary education, Family Health insurance for 3 years only to the employees family who were passed away on need basis.

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 is making a due diligence check on periodical basis which includes ensuring compliance for various applicable laws of value chain partners and defaults in Statutory dues if any.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2023-24	2022-23	2023-24	2022-23
Employees	NIL	1	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% Supplier Evaluation
Working Conditions	100% Supplier Evaluation

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

Essential Indicator

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

The Company has identified all the individuals, organisations and Institutions who are associated with the Company as its Stakeholders.

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
Suppliers, Service Providers	No	Email, Meetings, Phone calls, Websites	Regularly	Business/Project related
Customers	No	Email, Meetings, Websites, Phone calls, Social Media	Regularly	Business/Project related
Investors	No	Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations.	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance practices
Creditors	No	Emails, Phone Calls, Meetings	Annually/Half yearly/ Quarterly/ Event basis	Banking facilities
Employees	No	Email, Phone calls, SMS, Meetings, Notice Board, ERP system.	Regularly	Day to day activities / Conduct of business
Regulatory Bodies	No	Emails, Meetings, Submission forms / returns / intimations/ letters etc.	Annually/Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws
Auditors	No	Emails, Meetings, Phone Calls	Annually/Half yearly/ Quarterly/ Event basis	Audit purposes
Local Community	No	Newspaper advertisements/ Physical Meetings / Reviews/ Assessments	Event basis	CSR Programmes and other initiatives

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.

Consultation with the Stakeholders are being submitted by the internal team to the Board of Directors and the Board is made aware of all the initiatives, targets and projects on ESG.

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.

The Company believes that the consultation from Stakeholders and implementation of the same will be carried out and continuous improvement of the policies will be made accordingly.

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

Nil

PRINCIPLE 5 - Businesses should respect and promote human rights**Essential Indicators**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No of employees /workers covered (B)	% (B / A)	Total (C)	No of employees / workers Covered (D)	% (D / C)
Employees						
Permanent	799	799	100%	765	765	100%
Other than permanent	21	21	100%	28	28	100%
Total Employees	820	820	100%	793	793	100%
Workers						
Permanent	1,701	1701	100%	1,389	1,389	100%
Other than permanent	208	208	100%	459	459	100%
Total Workers	1,909	1909	100%	1,848	1,848	100%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	769	-		769	100%	742			742	100%
Female	30			30	100%	23			23	100%
Other than Permanent										
Male	19			19	100%	27			27	100%
Female	2			2	100%	1			1	100%
Workers										
Permanent										
Male	1,701	-		1,701	100%	1,389			1,389	100%
Female	-			-	-	-			-	-
Other than Permanent										
Male	207			207	100%	459			459	100%
Female	1			1	100%	-			-	-

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

a. Median remuneration/wages: (₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Director (BoD)	2	15	2	15
Key Managerial Personnel	5	113	-	N.A.
Employees other Than BoD and KMP	663	9	17	6
Workers	1,310	6	-	N.A.

Note: Considered only employees who were employed during the entire financial year

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

	FY 2023-24	FY 2022-23
Gross wages paid to female as % of total wages	0.91 %	0.72 %

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

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

Complaints Committee is constituted. The Board of Directors will periodically review the grievances received, pending and resolved during the quarter/year and the Employees are conveyed about the internal mechanisms in place to address human rights issues at the time of Induction training program.

6. Number of Complaints made by employees and workers on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues.

Nil

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

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

An appropriate complaint mechanism in the form of "Complaints Committee" has been created in the Company for time-bound redressal of the complaint made by the victim.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

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	-

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

No significant risks / concerns arose.

Leadership Indicators

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

No

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

Nil

- 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

- Details on assessment of value chain partners:

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

- 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**Essential Indicators**

- 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)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	11,97,96,399.7 J	10,96,86,776.4 J
Total energy consumed from renewable sources (A+B+C)	11,97,96,399.7J	10,96,86,776.4J
From non-renewable sources		
Total electricity consumption (D)	42,55,85,570.7J	34,34,35,834.8J
Total fuel consumption (E)	1,03,39,377.34J	1,22,79,099.6J
Energy consumption through other sources (F)	-	-
Total energy consumed from non renewable sources (D+E+F)	4,35,92,496.65J	35,57,14,934.4J
Total energy consumed (A+B+C+D+E+F)	55,57,21,347.37J	46,54,01,710.8J
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	17.32 J per Thousand Turnover	15.62 J per thousand Turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	17.32 J per Thousand Turnover	15.62 J per thousand Turnover
(Total energy consumed / Revenue from operations adjusted for PPP)		
<i>Energy intensity in terms of physical output</i>	-	-

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

No.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	41,686.00	84,170.00
(iii) Third party water	1,44,018.33	1,28,002.00
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,85,704.33	2,12,172.00
Total volume of water consumption (in kilolitres)	1,85,550.33	2,12,022.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.57 Kilo Litre per Lakh turnover	0.71 Kilo Litre per Lakh turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.57 Kilo Litre per Lakh turnover	0.71 Kilo Litre per Lakh turnover
(Total water consumption / Revenue from Water intensity in terms of physical output)	-	-

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	41,686	84,170
- No treatment	24,717	63,128
- With treatment – please specify level of treatment	16,969	21,042
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	ETP, STP&CRS	ETP
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	41,686	84,170

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

The Company has Effluent treatment plants (ETP) of 75 KLD Capacity to purify waste water for its reuse.

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	µg/m ³	22.83	14.70
SOx	µg/m ³	17.12	7.60
Particulate matter (PM)	µg/m ³	55.55	12.60
Persistent organic pollutants (POP)	µg/m ³	<0.1	<0.1
Volatile organic compounds (VOC)	µg/m ³	Not Detected	Not Detected
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify		Nil	

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:
No such requirements from Govt. bodies.
8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
The Company initiated to convert from using diesel to natural gas generator sets at Faridabad unit 2 and 3.
9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-2024	FY 2022-2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6.85 metric tonnes	4.98 metric tonnes
E-waste (B)	1.25 metric tonnes	1.63 metric tonnes
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	-	-
Battery waste (E)	Recycled	Recycled
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Used oil, Oil soaked cotton waste, Paint sludge, Phosphate sludge, Grinding sludge & ETP Sludge	Used oil, Oil soaked cotton waste, Paint sludge, Phosphate sludge, Grinding sludge & ETP Sludge
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metal burr (Cast iron + Aluminium scrap)	Metal burr (Cast iron + Aluminium scrap)
Total (A+B + C + D + E + F + G+ H)	8.10 metric tonnes	6.61 metric tonnes
Parameter	FY 2023-2024	FY 2022-2023
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00 metric tonnes per Lakh turnover	0.00 metric tonnes per Lakh turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations)	0.00 metric tonnes per Lakh turnover	0.00 metric tonnes per Lakh turnover
Waste intensity in terms of physical output	-	-
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	ETP & STP	ETP & STP
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Used oil soaked cotton waste & gloves, ETP Sludge, Paint sludge, Phosphate sludge, Grinding sludge	Used Cotton, ETP Paint, Phosphate, Oil waste, Waste sludge
(i) Incineration	-	-
(ii) Pre processing and Co processing in Cement Kilns	24.42 metric tonnes	6.95 metric tonnes
(iii) Other disposal operations	Recycling	Recycling

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.

Operational Control Procedures (OCPs) are available for each type of waste categories

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.

Not Applicable

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

Not applicable (The Company's units are not located in Eco-logically sensitive areas)

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.

The Company has complied with all the applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: LPDC, HPDC, Heat Treatment & Induction Hardening
- (ii) Nature of operations: Cooling Tower
- (iii) Water withdrawal, consumption and discharge in the following table: Please refer table in Essential Indicators.

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

No such requirements

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:

The Company has taken initiatives like OCP, EMP, Tree Plantation and Protection of Water reservoir. Please refer the Company website for further details.

5. Does the entity have a business continuity and disaster management plan?

Emergency Response plan

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.

Nil

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

Nil

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

Essential Indicators

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

18

- 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.

The following are the list of trade and industry chambers/ associations in which the entity is a member:

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indo-German Chamber of Commerce	India & German
2.	The Institute of Indian Foundrymen	National
3.	Indian Management Association	
4.	Indian Machine Tool Manufacturing Association	
5.	Confederation of Indian Industry	
6.	National Safety Council of India	
7.	Aluminium Caster Association of India	
8.	Tool and Gauge Manufacturers Association (Tagma)	
9.	GDC Tech	
10.	Indian Machine Tool Manufacturer Association -IMTMA	
11.	Material Recycling Association of India	
12.	Indian Pharma Machinery Manufacturers' Association	
13.	The Southern India Engineering Manufactures Association (SIEMA)	South India
14.	The Coimbatore Productivity Council	State
15.	Industrial Waste management Association	
16.	Tamilnadu Waste Management Association	
17.	Co-India	Coimbatore
18.	Coimbatore Corporate Connections	

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.

Not Applicable. The Company has not received any adverse orders from regulatory authorities.

Leadership Indicators

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

The Company through the Industry Associations and Chambers of Commerce at National, State and Local levels works to advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

Principle 8 - Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The Company has not undertaken Social Impact Assessments. Necessity for Environment impact assessment did not arise.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not Applicable

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

The Company has internal grievance redressal mechanism in place to address the grievance raised by the stakeholders. The Board reviews the status of the grievance raised, pending, disposed during every quarter.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	3%	3%
Sourced directly from within the district and neighbouring districts	The Company has its plants at various districts. Materials are sourced from within the district and neighbouring districts for the concerned plants to the extent possible.	

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	10.21	10.26
Semi-urban	83.01	82.77
Urban	6.78	6.97
Metropolitan	-	-

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable

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

The Company has spent an amount of Rs 496.22 Lakhs during FY 2023-24 towards CSR Projects identified at the local areas of the location of Company's plants/units.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

No

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

Not Applicable

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

Not Applicable

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:

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.

Not Applicable

6. Details of beneficiaries of CSR Projects

Sl. No..	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Amount spent on laying paver blocks and painting at Govt. Hr.Sec. School, Arasur, Coimbatore	1200 Approx	
2	Promoting Road safety and monitoring	Mooperipalayam & surrounding area people	
3	Promoting Road safety education / awareness and promoting preventive health care to Govt. and Corporation schools	In thousands	
4	Fixing up of hand wash basin facilities at Govt Schools under Preventive Health Care, Coimbatore	5534 Students	
5	Renovation of school building at Govt. High school, Chellappampalayam, Coimbatore	500 students	
6	Fixing up of water tank, construction of septic tank, painting and other civil works, electrical work and distribution of Uniform, shoes and socks etc., at Government Tribal Residential Primary School, Mannar, Coimbatore	50 Students per year	
7	Plantation of trees, fencing, drip irrigation under environmental sustainability, Pothiyampalayam, Coimbatore	Pothiyampalayam & nearby Village people	
8	Fixing up of incinerator at Kaniyur, Coimbatore	Kaniyur Village Panchayat people	
9	Construction of Sports facilities at Pollachi, Coimbatore	School Students & near by village people	
10	Distribution of Note Books and etc., at Govt. Middle School, Mambakkam, Sriperumbudur	124 Students	
11	Levelling of football ground, construction of football goal post, drinking water facility, Canopy and sitting arrangements at Srirampur Village, Saraikela Kharsawan, Jamshedpur	Sriram & nearby Village people	
12	Installation of 5000 liters water tanker at Dugdha, Saraikela Kharsawan, Jamshedpur	Dugdha Panchayat Village people	
13	Construction of community hall at Ranjivanpur Village, Dugdha, Saraikela Kharsawan, Jamshedpur	Ranjivanpur Panchayat Village people	
14	Digital board at Middle school Hariharpur, Saraikela Kharsawan, Jamshedpur	168 Students	
15	Construction of compound wall with concrete slab & gate at Uttkramik Madhya Vidyalaya, Gamharia Block I, Saraikela Kharsawan, Jamshedpur	178 Students	
16	Eye check-up / eye surgery / spectacles for needy people, preventive medical assistance	108 persons	
17	Construction of class room at Panchayat Union Middle School, Kothavadi, Coimbatore	44 students	
18	Sponsored to Participate in Asian Masters Athletics Championship 2023	1	
19	Contributed grocery items to people of Chennai & South Tamil Nadu districts during flood	Needy people	
20	Amount allotted for laying road at Kothavadi village	Village people in and around Kothavadi	

Beneficiaries of the CSR Projects also includes vulnerable and marginalized groups

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Company is receiving complaints through mail, phone calls and for some customers through customer portals. Our customer representative person will analyze the complaints and respond to the customer with appropriate corrective actions.

Customer Monitoring Tracking System is available and Customer can make service complaints through the customer monitoring tracking system. The Company is continuously surveiling the complaints and take appropriate action within the target time internally fixed by the Company.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: Packing materials contains information about Environmental and social parameters. Industrial & Engineering products such as SPM, Storage products and material handling products carry information about the Safe and responsible usage. Details on Recycling and safe disposal is mentioned in the product manual and recycling symbols are also displayed in the products.
3. Number of consumer complaints in respect of Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, unfair Trade Practices and other.
Nil
4. Details of instances of product recalls on account of safety issues.
Nil
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?
Yes. Web-link: <https://www.craftsmanautomation.com/investors/>
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.
Not Applicable
7. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact: Nil
 - b. Percentage of data breaches involving personally identifiable information of customers: Nil
 - c. Impact, if any, of the data breaches: Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
<https://www.craftsmanautomation.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Product Manual consists of safety and usage procedures about products.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Service complaints are communicated through mail.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. After the installation of the every product, customer feedback form and customer satisfactory survey form are received for understanding the customers satisfaction. For low scores, the Company has taken action on priority basis.

The Company's plants are strategically located near the key customers for their satisfaction.