



SUSTAINABILITY REPORT

Sustainable Foundations
for the Future

FY 2023-24

www.skipperlimited.com



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A

About The Report

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Skipper Limited's inaugural sustainability report is a significant milestone in our commitment to responsible business practices. This report is crafted with adherence to the highest global standards, showcasing our dedication to transparency, accountability, and sustainability.

At Skipper Limited, we are driven by a vision of positive change, firmly aligning our strategies with the United Nations Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGCG) principles.

Our commitment extends to adhering to the National Guidelines on Responsible Business Conduct (NGRBC) adopted by listed companies in India.

This inaugural edition of our sustainability report is prepared with reference to the Global Reporting Initiative (GRI) standards, ensuring comprehensive and credible disclosure of our sustainability efforts and impacts.



Reporting Period and Boundaries

This report provides information on the non-financial i.e. Environmental, Social and Governance performance of Skipper Limited. The primary reporting period is the fiscal year 2023-24. The entities covered in this report are Skipper Limited and Skipper-Metzer India LLP.

Frameworks, Guidelines and Standards

This sustainability report has been prepared referencing GRI standards 2022. Additionally, it includes the following references:

Business Responsibility and Sustainability Reporting (BRSR) as per the National Guidelines for Responsible Business Conduct (NGRBC)



**United Nations
Global Compact**



For any additional information, queries and feedback about the report, contact

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Registered Corporate Office Address

3a, Loudon Street, 1st Floor,
Kolkata 700017

Managing Director's Message

Innovating Infrastructure for a Sustainable World



Sajan Kumar Bansal
Managing Director

With over four decades of industry expertise, we have solidified our position as the leading manufacturer of transmission and distribution structures in India. Driven by a relentless pursuit of continuous improvement, we are dedicated to energizing the future by capitalizing on emerging opportunities and fostering industry-wide growth.

Amidst the challenges of today's dynamic environment, it is essential to maintain a steadfast focus on reliability, quality, innovation, and sustainability. These principles form the foundation of our daily decisions, guiding our investment strategies, planning, and implementation.

Year to date, we have secured orders exceeding ₹42,860 million, the highest in our company history. Our current order book stands at an all-time high of ₹62,150 million, well diversified across sectors and segments, providing revenue visibility for the next two to three years, with an order book to Engineering and Infrastructure segment sales ratio of 2.2 times sales in

FY 2024. This remarkable achievement has been accomplished while consistently prioritizing the well-being of our people, the integrity of our plants, and the preservation of our environment.

We are proud to announce that Skipper has won the "Best Brand Campaign of the Year" at the "Times Brand Icons - East, 2023". This award is a testament to our commitment to promoting the message of lead-free water, reflecting our dedication to the health and well-being of our communities. Skipper cares deeply about ensuring safe and sustainable practices that benefit both people and the environment.

Establishing high standards and making responsible choices are at the core of our operations. Creating a sustainable business is no longer optional; it is a necessity dictated by nature, consumers, and market forces. Navigating disruptive changes, reinventing customer and employee experiences, and maintaining sustainability are critical business imperatives. We are constantly looking to identify, promote, and implement effective policies and practices to ensure sustainable operations. This commitment continues to shape our choices as we innovate with

advanced solutions that meet present and future needs, using processes and products that minimize resource use and conserve natural capital.

Our journey towards societal contribution began long ago, with focused efforts on girls' education, school infrastructure support, environmental sustainability projects, animal welfare, and integrated village development, showcasing our dedication to holistic and impactful CSR initiatives.

Amidst many green initiatives being rolled out, we are proud to announce the release of our maiden Sustainability Report for FY 2023-24. This report highlights our efforts to shape a more sustainable and inclusive business and outlines the processes we have implemented. It aligns with our vision to become a world-class leader and contribute to nation-building through sustainable infrastructure.

Our commitment to sustainability and social responsibility remains unwavering as we continue to innovate and grow while prioritizing the well-being of our communities and the environment.



Devesh Bansal

Executive Director

Executive Director's Message

Pursuing a Responsible Growth

Since our inception, Skipper has built a robust reputation by consistently delivering quality and trustworthy services. This conviction is our most invaluable asset, deeply cherished by everyone at Skipper. We are committed to reinforcing this trust by not only fulfilling our promise of providing innovative and sustainable engineering solutions but also ensuring that the Engineering and Polymer sector leads the way in creating a healthier and greener world. At Skipper, we understand that sustainability is an ongoing journey that requires the collaborative efforts of all stakeholders.

Our vision for Skipper's future is to maintain and strengthen our position as India's leading manufacturer of T&D structures while expanding our global footprint. The current global shift towards clean energy and the growing demand for sustainable solutions create favourable

market conditions for Skipper. This evolving landscape offers promising growth opportunities, particularly in the US and European markets. We aim to assist our customers in delivering large transmission projects with reduced costs, faster execution, and lower environmental footprint, positioning India as the preferred sourcing hub for global infrastructure needs.

Skipper's strong business profile is evident in our diverse operations, including manufacturing and exporting transmission towers, poles, and accessories, executing EPC projects, and producing PVC pipes for the domestic market. In FY 2023-24, our engineering order book stood at Rs. 62,150 million, with 13% derived from international clients. With more than 10 international certifications for its engineered products, Skipper is well-positioned as a preferred partner for global clients. Our in-house design & engineering department significantly reduces project costs for customers through optimized tower designs. We pride ourselves on our strong quality assurance and modern testing laboratories. With NABL-certified

in-house test labs, Skipper ensures the highest standards of quality and reliability of its products.

By embracing cleaner and greener energy sources in our manufacturing sites, we align with global environmental commitments and reaffirm our leadership in sustainable development. As we move forward, we will elevate our sustainability journey by embedding ESG considerations into our decision-making processes, seeking innovative ways to create value for our customers, communities, and stakeholders in a low-carbon economy.

Our employees are the core of everything we do. They are the driving force behind our success, innovation, and growth. We believe in empowering our team, fostering a collaborative environment, and investing in their professional development.

Together, we are building a sustainable future, driven by innovation and commitment to excellence.

Executive Director's Message

Collaboratively Shaping a Sustainable Infrastructure



Sharan Bansal
Executive Director

At Skipper, our journey has been marked by a commitment to excellence and integrity. Our reputation as a leader in engineering and manufacturing is built on a foundation of innovation and reliability, qualities that resonate throughout our organization. We believe sustainability is a shared responsibility and we strive to foster partnerships with all stakeholders to achieve meaningful sustainability outcomes.

Skipper's forward-thinking approach is grounded in our extensive market knowledge and adaptability. By staying attuned to global trends and pioneering advancements, we deliver tailored solutions that meet the evolving needs of our clients. Our commitment to innovation is evident in our robust investments in research and development, as well as our state-of-the-art testing station. This strategic focus has not only strengthened our reputation for quality, dependability, and service but has also significantly expanded our order book and increased the proportion of repeat business.

The recognition of Skipper as a "Great Place to Work" for the third consecutive year is a testament to our collective efforts and vision. This accolade underscores our commitment to fostering a positive workplace culture and nurturing a thriving team. Productivity and cost reduction initiatives in our operations are expected to enhance operational efficiency and ensure stable margins, supporting our pursuit of manufacturing excellence. The implementation of the "Theory of Constraints" in both our Engineering and Polymer businesses has significantly improved our working capital cycle and bottom-line profitability.

To oversee and integrate sustainable practices into our everyday operations and value chain, we have established a dedicated board-level ESG committee. This committee will ensure that our sustainability actions are comprehensive and impactful. We are launching several green initiatives aimed at decarbonizing our operations and reducing our environmental footprint. Our investments in solar power, heat recovery systems, STPs and ETPs have resulted in a lower carbon footprint and reduced our dependency on freshwater sources. Our CSR initiatives are dedicated to promoting holistic community and rural development. Our flagship program, the

Beti Padhao Abhiyan, offers scholarships to underprivileged girls in Kolkata and Howrah, while also enhancing school infrastructure through building maintenance, furniture provision, and ensuring access to clean water and nutritious food. We support local communities through One Teacher School, Ekai on Wheel, and Arogyam homoeopathy clinics and Training centres aimed at fostering community empowerment and long-term growth.

Inspired by the UN Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact (UNG), Skipper demonstrates responsible management practices that generate long-term value and drive positive change for a sustainable future.

Together, let's continue to drive positive change and build a sustainable future for all.

Skipper

A Legacy of Innovation and Excellence

G2 - 1

Skipper stands as a beacon of innovation and excellence in the realm of infrastructure solutions, catering to the evolving needs of a dynamic world. With a rich legacy dating back to 1981, spanning over four decades of unwavering commitment to quality and reliability, Skipper has emerged as a diversified industrial powerhouse, redefining the landscape of engineering products made from steel and polymer.

At Skipper, we operate in the power, telecom, and water sectors - essential building blocks of a sustainable nation. Our journey over the past four decades has been marked by continuous refinement and innovation, aligning with our mission to meet the evolving needs of our customers while contributing to a progressive and sustainable future.

Three Core Attributes of our Sustained Growth



Partnership

We position ourselves as key partners for our clients' transmission and distribution needs, ensuring reliable and efficient solutions.



Innovation

We are dedicated to innovating and integrating cutting-edge technologies into our products, delivering world-class solutions that address global challenges.



Leadership

Our commitment to achieving and maintaining leadership status in all our segments ensures we remain at the forefront of the industry.



Transmission and Distribution

Largest T&D structure manufacturer in India



Revenue Mix

Engineering - 68%
Infrastructure – 18%
Polymers – 14%



Research and Development

Dedicated R&D centre and state-of-the-art testing station



Expansion

Reach in 54 countries



Legacy

43 years of excellence

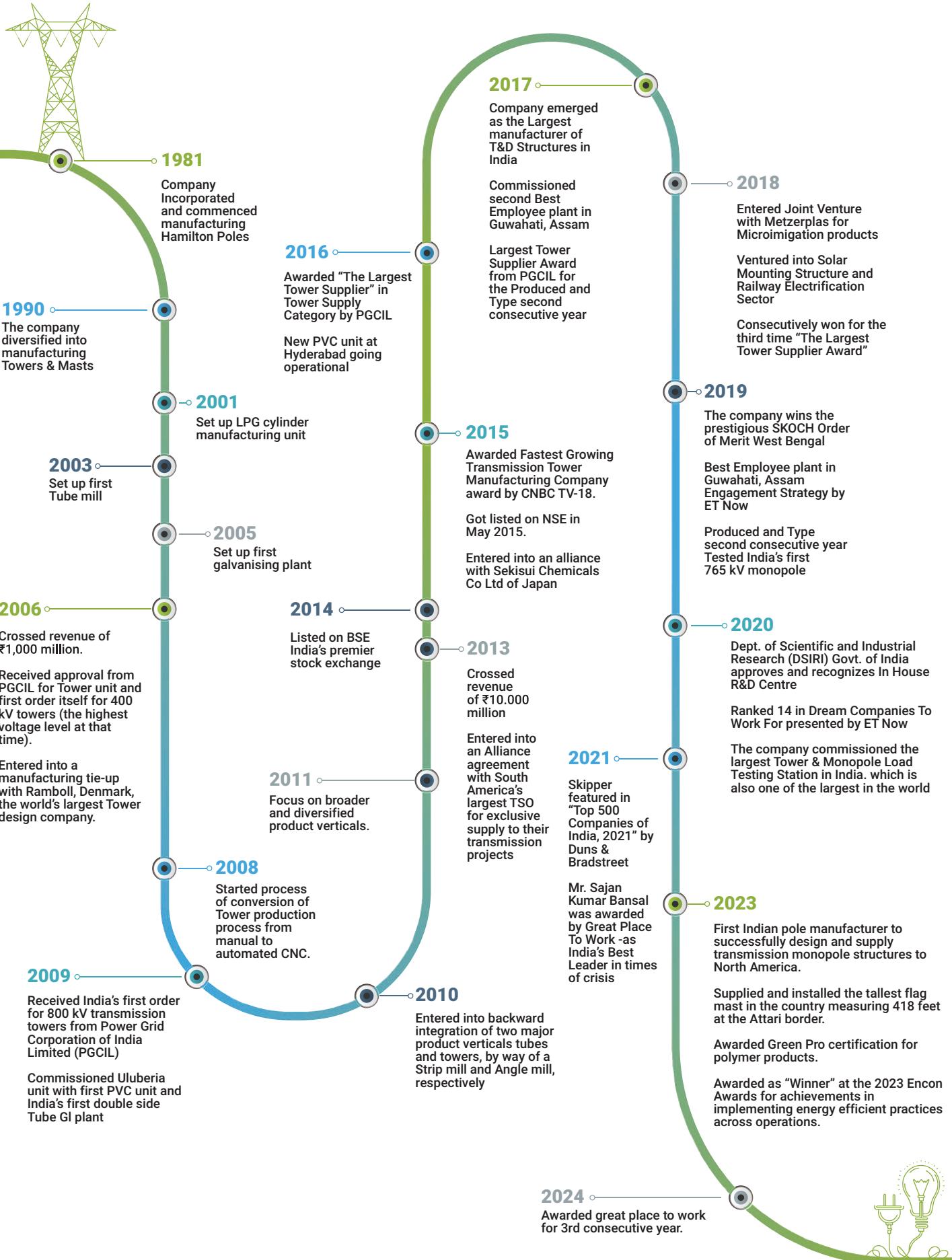


Positioning

Among top 10 globally

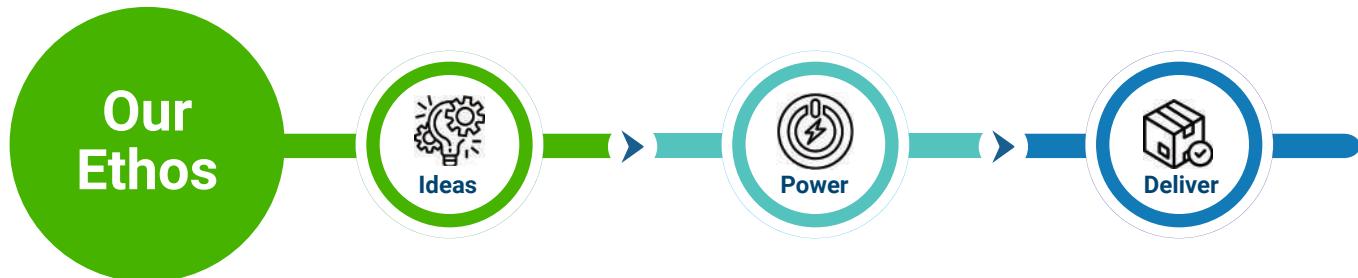
"Our broad-ranging efforts in sustainability, combined with our innovative approach and leadership, ensure that we remain a trusted and forward-thinking partner in the global market"

Resilient Through Time



Businesses Portfolio

G2 - 6



Engineering & Manufacturing



Skipper stands as India's largest integrated Power Transmission and Distribution (T&D) structure manufacturer. Our expansion into the Telecom and Railway Electrification segments has diversified our offerings.

Infrastructure



Our transmission line EPC services include tower & poles design, manufacturing, testing, and onsite construction, further enhancing our client value.

Polymer



Our polymer business provides superior quality and modern water plumbing solutions, catering to retail and large-scale applications, positioning us as a comprehensive solutions provider.

Micro Irrigation



Skipper-Metzer India LLP, a joint venture with Metzerplas Co-operative Agricultural Organisation Ltd, provides advanced drip and sprinkler irrigation systems to Indian farmers, promoting sustainable agriculture.

Vision

To produce world-class quality products ensuring robust National Infrastructure development and making India the preferred sourcing hub for Global Infrastructure needs.

Skipper's diverse portfolio showcases our commitment to innovation, quality, and sustainability, positioning us as leaders in shaping a resilient future.

Mission

1. To continue to add value-added products and services to its portfolio.
2. To continue to focus on sectors of power and water as per contemporary global demands.
3. To continue to tap newer geographies to add to the existing market.
4. To ensure the greater scale and technology, the greater longevity of the product, and introduce more efficient technologies for a longer duration of existence.
5. To reduce carbon footprints, and evolve towards reduced consumption of hydrocarbons and non-conventional and renewable energy sources

Core Competencies



Modern Technology Automated state-of-the-art equipment

Utilizes cutting-edge automated equipment, representing the latest advancements in technology.



Value Optimization Engineering and design excellence

Engineering and design excellence are prioritized to optimize both product quality and process costs.



End-to-End (Inclusive) Solutions In-house availability of products, accessories, and technical services

Offers a one-stop shop experience by providing a wide range of products, accessories, and technical services in-house.



Strategic Support Proximity to power, port, and skilled labour

Strategically located plants in the east India, ensuring access to adequate power supply, proximity to Kolkata port, and cost-effective labour.



Scalability Power Grid approved and ISO certified large manufacturing capacities

Power Grid approved and ISO certified plants possess significant manufacturing capacities, enabling participation in large-scale project orders.

Guided by a relentless pursuit of perfection, Skipper continues to push the boundaries of innovation, setting new benchmarks in sustainability, reliability, and customer satisfaction.

As we embark on our journey towards a greener, more sustainable future, Skipper remains steadfast on its mission to shape a world where infrastructure not only connects people but also nurtures the planet.



Product Portfolio

Engineering Products

One of world's leading transmission tower manufacturers, **among the top 10 globally.**

Power Transmission Towers



Power Distribution Poles



Utility Monopoles



Mild Steel & High Tensile Angles



Fasteners & Tower Accessories



Railway Electrification Structures



Telecom Towers



Tower Testing Services



Any Poles For Lighting Segment And Signage



Infrastructure Services

Forward integration activity and focused on high margin products.



Specialized in providing services such as transmission line EPC, and underground utility laying by HDD (Horizontal Directional Drilling).

Polymer Products

One of the few companies globally
with **NSF 14 Certification.**

Portable Water Supplies

CPVC Pipes & Fittings



HDPE Pipes



UPVC Pipes & Fittings



Agriculture Pipes & Fittings



Borewell Systems

Borewell Pipes



Column Pipes



ASTM Pipes



Fabricated Fittings



Sewage & Drainage Systems

SWR Pipes & Fittings



UGD Pipes



CPVC & PVC Solvent Cement



Storage Water Tanks



Bathroom Fittings

Venturing into B2C segment with channel partners to expand our footprint

Taps & Faucets



Hand Shower



Cistern & Seat Covers



PTMT Fittings



Micro-Irrigation Products

Venturing into B2C segment with channel partners to expand our footprint

Lin - Dripline



Compact Integral Dripline



Mini Sprinkler System



HDPE Pipe - Sprinkler Irrigation



Online Dripper (NON PC)



Online Dripper (PC GALI)



Vardit PC Integral Dripline



Manufacturing Capabilities

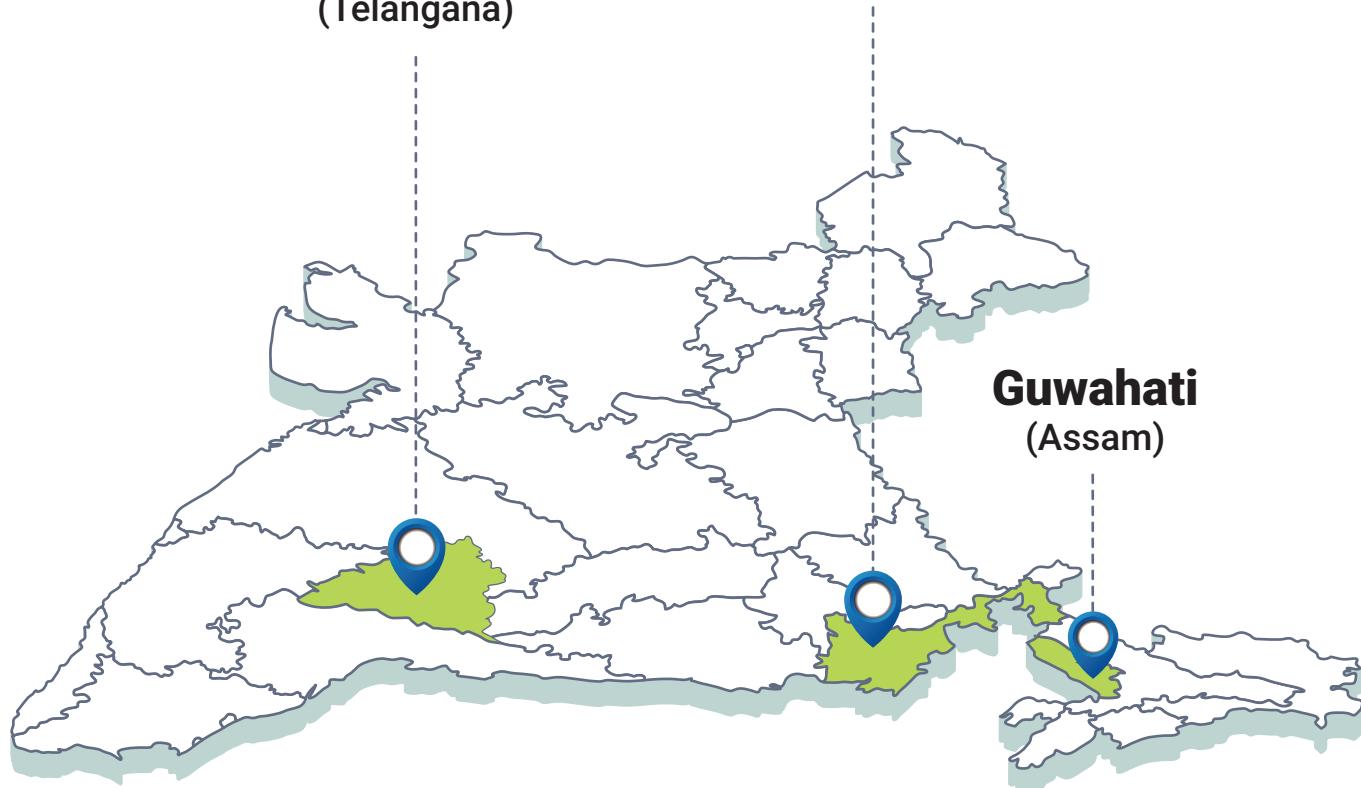
G2 - 2

Skipper Limited, headquartered in Kolkata, has a robust presence across India with, three manufacturing units and a transmission line testing station in Howrah, West Bengal, along with one unit in Guwahati, Assam and four offices. Skipper-Metzer India has its offices and manufacturing unit in Hyderabad, Telangana.

Hyderabad (Telangana)

Howrah (West Bengal)

Uluberia Engineering
Uluberia Polymers | Unit 1 | BCTL





Skipper's in-house R&D Centre in Howrah West Bengal is recognized by the Department of Scientific & Industrial Research (DSIR), Govt. of India. The research facility also holds NABL Accredited Lab for Material Testing and Full Scale Load Testing

R&D Capabilities

Fully Integrated In-House Research & Development Centre

1,200kV (120m)

Towers up to 1,200kV with 120m height (one of the highest in the world) can be tested seamlessly.

Customised Designs

Customized designs by our designers for optimum efficiency.

1,200t Per Leg

Exceptionally heavy towers can be loaded optimally (1,200t per leg) and large base width (up to 35m).

Innovative Solutions

Enabling the delivery of customized and innovative solutions to our clients

765kV Monopoles

Monopoles up to 765kV and overturning moment of 6,000 ton-meter.

Smoothen Loading

Multi-speed, VFD driven, electrical winches for smooth loading.

7,200 MT

In-house prototype manufacturing plant with an annual capacity of 7,200 MT.

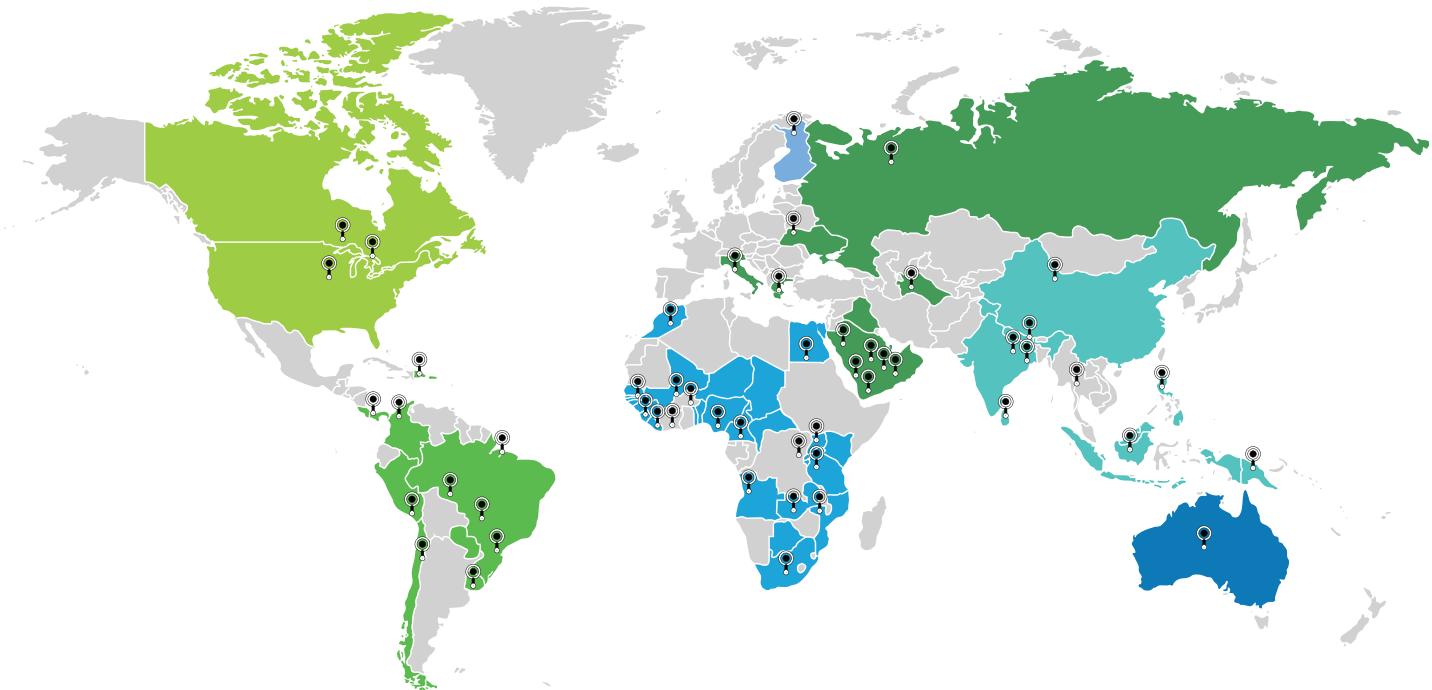
Testing Capabilities

Capability to test all types of transmission structures viz. self-supported/guyed, rectangular/triangular based etc.



Our Market Reach

Our market reach extends across 54 countries spanning South and North America, Europe, Africa, the Middle East, South and Southeast Asia and Australia.



Angola
Ukraine
Benin
Canada
Cameroon
Dominican Republic
Colombia
Panama
Congo
Trinidad & Tobago
Egypt
United State of America
Gambia
Chile
Ghana
Paraguay
Guinea
Peru

Kenya
Uruguay
Liberia
Bangladesh
Malawi
Bhutan
Nigeria
China
Senegal
Indonesia
Sierra Leone
Iraq
South Africa
Israel
Tanzania
Kuwait
Uganda
Malaysia

Zambia
Myanmar
Australia
Nepal
New Zealand
Oman
Bolivia
Philippines
Denmark
Qatar
Finland
Saudi Arabia
France
Sri Lanka
Germany
United Arab Emirates
Spain
Vietnam

Value Chain

Our supply chain for manufacturing towers and poles primarily consists of steel purchases, zinc, and other supporting products and services. Each business unit locally manages its own supply chain. For polymers, our primary inputs are PVC resin, HDPE granules, CPVC compounds and granules for fittings, as well as other chemicals, with the majority being imported.

We source 53% of our input materials from within the state where our manufacturing facilities are located, reducing transportation impacts and supporting local economies. Overall, about 84% of our procurements come from within India.

Upstream Supply Chain

Our upstream supply chain mainly includes the following

Steel Procurements from...



Zinc from...



For polymers, resins from...



Downstream Supply Chain

On the downstream side, we serve a wide range of telecom, power transmission, and distribution companies in the B2B space. Additionally, we have made significant inroads into the B2C market through our polymers division, incorporating a branded business model into our operations.



Manufacturing Processes

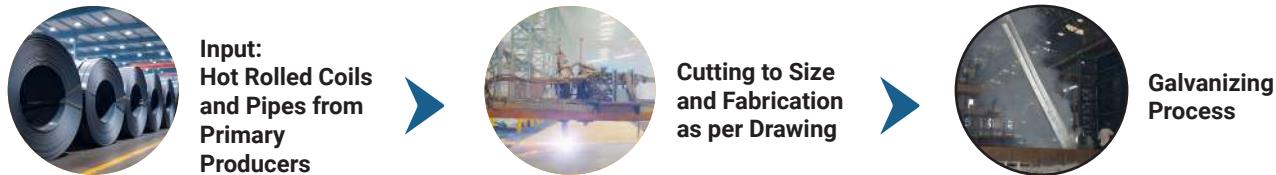
Towers



Polymers



Poles



Key Highlights

Fully Integrated Model

Fully integrated business model for Power Transmission and Distribution (T&D) structures including poles and towers supported by an efficient supply chain.

Wide Distribution Network

Wide reach of products across the country through our strong 250+ distribution network in the polymer segment with 30,000+ retailers.

Multi-channel Approach

Multi-channel approach leveraging our strong distributor network and partnerships with various local businesses across 25 states.

Indigenization

Focus on indigenization by identifying products currently imported and offering support to suppliers in transitioning to local manufacturing.

Global Presence

Strong market presence with over 150 global EPC players.

Strong Dealer Network

Skipper Metzer has strong 445+ dealer networks across 6 states.

External Services

One of the indigenous testing centres in the world providing services to external.

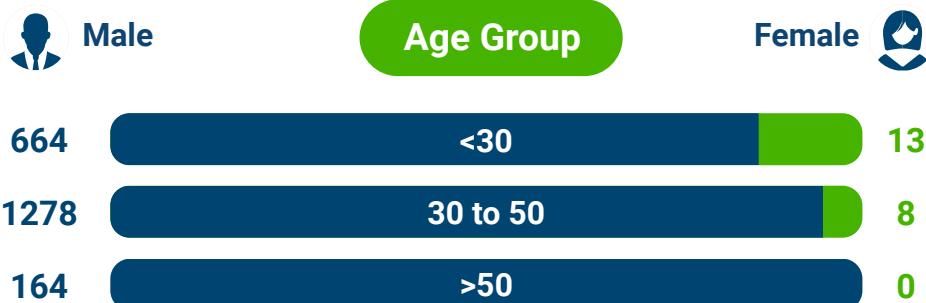
Employees & Workers



G2 - 7

G2 - 8

Employees are our most valuable asset. We are committed to offering conducive working conditions, freedom, and essential support for their career advancement and achievement of goals.



Skipper employs both permanent workers and contractual workers; the latter being outsourced from agencies. This arrangement offers flexibility to cater to varying workloads across different workshops within the plants.



*The employee headcount includes data of Skipper Ltd and its joint venture Skipper Metzer India LLP

**B**

Governance

G2 - 9 G2 - 11

Effective corporate governance is crucial for enhancing efficiency, fostering growth, and instilling investor confidence. Skipper is committed to the highest standards of corporate governance, ensuring ethical conduct and long-term sustainability.

Our governance structure, business operations, and disclosure practices are firmly aligned with our corporate governance philosophy.



Board of Directors



Skipper believes that a diversified and cohesive board with strong independent representation is essential for upholding the highest level of corporate governance. Our board comprises of ten directors, with fifty percent being independent director, including one woman director. The positions of chairman of the board and Managing Director are held by separate individuals, with the chairman being an Independent Director.

Board Tenure

1 - 10 Years	6
10 - 25 Years	3
25+ Years	1

Gender Diversity

Male		9
Female		1

Board Members



Mr. Amit Kiran Deb

Independent Chairman
(9.5 years)*



Mr. Sajan Kumar Bansal

Managing Director – Promoter
(38.5 years)*



Mr. Ashok Bhandari

Independent Director
(6.5 years)*



Mr. Pramod K. Shah

Independent Director
(5.5 years)*



Mrs. Mamta Binani

Independent Director
(9 years)*



Mr. Raj Kumar Patodi

Independent Director
(1.8 years)*



Mr. Sharan Bansal

Executive Director – Promoter
(22 years)*



Mr. Devesh Bansal

Executive Director – Promoter
(22 years)*



Mr. Siddharth Bansal

Executive Director – Promoter
(14 years)*



Mr. Yash Pall Jain

Director | Non – Promoter
(6.6 years)*



- Audit Committee
- Nomination & Remuneration Committee
- Stakeholder Relationship Committee
- Risk Management Committee
- CSR Committee
- Finance Committee
- Business Coordination Committee
- ESG Committee
- Rights Issue Committee

*Years in Skipper

Board Committees*

The board comprises nine committees that play an integral role in guiding corporate strategy, implementing and monitoring its effectiveness, and reviewing corporate performance, risk management, and other policies.



Committee	Frequency of the Meetings During the FY
Audit Committee	4 Meetings
Nomination & Remuneration Committee	3 Meetings
Stakeholder Relationship Committee	1 Meeting
Risk Management Committee	2 Meetings
Corporate Social Responsibility Committee	1 Meeting
Finance Committee	18 Meetings
Business Coordination Committee	12 Meetings
ESG Committee	1 Meeting
Rights Issue Committee	5 Meetings

We facilitate forums such as 'Coffee with MD' providing employees with an opportunity to interact directly with senior management, enabling them to share ideas, opinions, or concerns openly.



Board Governance

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The Nomination and Remuneration Committee (NRC) plays a pivotal role in Skipper's governance framework. It oversees the Nomination and Remuneration Policy and related processes to attract, retain, and motivate qualified individuals at both board and senior management levels, aligning them with the company's vision and long-term interests.

The Board of Directors, through various committees, regularly evaluates potential risks and the required actions. Committee members are carefully evaluated and selected based on their

domain expertise, experience, knowledge, time commitment to the board, and interests. Our board evaluation follows a two-tier system with Independent Directors initially evaluating the Executive Directors, the Chairman, and the entire board. Subsequently, the full board evaluates all individual Directors, committees, and the board collectively.

*In addition to the Board of Directors and their respective committees, Mr. Shiv Shankar Gupta serves on the Risk Management Committee, and Mr. Raj Kumar Nanda serves on the ESG Committee.

Remuneration Policies and Processes

The NRC also sets criteria for the remuneration of directors, key managerial personnel, and senior employees, focusing on qualifications, competencies, attributes, and independence. Our remuneration policies and structures are designed to attract, retain, and motivate Directors essential for the successful operation of the company. Additionally, they ensure that the correlation between remuneration and performance is transparent and meets appropriate performance standards.

Remuneration Policy [Click for Policy Document](#)

Sustainability Governance

The sustainability opportunities and risks are managed through an ESG Committee comprising board members and senior leaders from cross-functional teams. The committee comprises four members, including two executive directors, one non-executive independent director, and one Deputy General Manager EHS & Sustainability, providing a well-rounded capability to address ESG matters. This committee is tasked with achieving Skipper's ESG goals, identifying sustainability-related risks, and ensuring compliance with sustainability-related issues.

The ESG Committee is supported by other Board level committees such as Nomination and Remuneration Committee and Risk Management Committee to oversee the integration of sustainability considerations into the organization's core business processes. The HR team supports the creation and implementation of ESG policies and initiatives. This process ensures that sustainability is embedded in decision-making across all levels and functions of the organization, fostering a culture of environmentally and socially responsible business practices.

Managing Conflicts, Critical Concerns and Remediation



[G2 - 15](#) [G2 - 16](#) [G2 - 25](#) [G2 - 26](#)

Conflicts of interest are managed through our Code of Conduct for directors and senior management personnel (SMP). This policy mandates that the company's personnel refrain from engaging in any business, relationship, or activity that may conflict with the interests of the company. Additionally, the Code prohibits exploitation of opportunities arising from association with the company for personal gain, whether directly or indirectly. The policy also emphasizes unbiased selection of business affiliates and mandates disclosure of any unavoidable transactions that may potentially conflict with the company's interests to the board.

Our Vigil Mechanisms, Grievance Redressal Systems provide a platform to voice critical concerns to report unethical behaviour, fraud, violation of the company's code of conduct, or any other wrongful conduct. Our policy safeguards the anonymity of individuals who raise concerns, establishing a culture of open communication and fairness. This approach allows employees to report issues without fear of retaliation or identification.

Code of Conduct for Directors [Click for Policy Document](#)

Whistle Blower Policy [Click for Policy Document](#)



Collective Knowledge of the Highest Governance Body

G2 - 17

G2 - 18

Our board members bring a balanced mix of skills, experience, and diverse perspectives to the company. Identifying each director's core skills helps us ascertain their specialization and identify

any gaps in essential skills needed for the company's effective functioning. The table below highlights the specific areas of focus or expertise of individual board members.



Areas of Expertise



Industry Expertise	Financial, Taxation & Accounting	Legal, Compliance, Governance & Risk Management	Sales & Marketing
Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Siddharth Bansal Mr. Yash Pall Jain	Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Siddharth Bansal Mr. Amit Kiran Deb Mrs. Mamta Binani Mr. Ashok Bhandari Mr. Pramod Kumar Shah Mr. Raj Kumar Patodi	Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Yash Pall Jain Mrs. Mamta Binani Mr. Ashok Bhandari Mr. Pramod Kumar Shah Mr. Raj Kumar Patodi	Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Siddharth Bansal
Leadership, Management & Corporate Strategy	Administration & Human Resource	Sustainability & ESG	
Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Siddharth Bansal Mr. Yash Pall Jain Mr. Amit Kiran Deb Mrs. Mamta Binani Mr. Ashok Bhandari Mr. Pramod Kumar Shah Mr. Raj Kumar Patodi	Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Siddharth Bansal Mr. Yash Pall Jain Mr. Amit Kiran Deb Mrs. Mamta Binani Mr. Ashok Bhandari	Mr. Sajan Kumar Bansal Mr. Sharan Bansal Mr. Devesh Bans Mr. Siddharth Bansal Mr. Yash Pall Jain Mr. Amit Kiran Deb Mrs. Mamta Binani Mr. Ashok Bhandari	

The recognition of Mr. Sharan Bansal, Executive Director, for visionary leadership in sustainable energy initiatives and international impact on clean energy underscores Skipper's commitment to sustainability. The achievement reflects our leadership's vision and collective efforts of the team in driving positive change.

CONGRATULATIONS
Sharan Bansal

Director, Skipper Limited



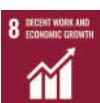
For his visionary leadership, commitment to sustainable energy initiatives and international impact on clean energy



Annual Compensation Ratio for FY23 - 24

G2 - 21

This is computed as annual total compensation for the organization's highest paid-individual / Median annual total compensation for all of the organization's employees excluding the highest-paid individual.



Annual Total Compensation Ratio

5.4



C

Strategy, Policies and Practices

G2 - 22 G2 - 23

We strive to integrate our business values in an ethical and transparent manner, demonstrating our commitment to sustainable development and meeting the interests of our stakeholders.

By creating a positive footprint in society, we aim to make a meaningful difference in the lives of people, continually aligning our initiatives with the goals for sustainable development.





As Skipper continues to diversify the business profile and expand the reach into international markets it is critical to comply with national and international governance frameworks and standards. Our commitment to compliance goes beyond mere adherence; we view it as an integral part of our strategy to build trust with stakeholders, enhance our reputation, and foster long-term sustainability.



Mrs. Anu Singh

Company Secretary

Policy Commitments

Our sustainability policy commitments are aligned with the National Guidelines on Responsible Business Conduct (NGRBC), dovetailed with international frameworks and standards such as United Nations Guiding Principles on Business & Human Rights (UNGPs), Sustainable Development Goals (SDG) to ensure coherence and enhance the adoption of global best practices.



Sustainability Commitments

Our policy framework emphasizes a workplace that fosters responsible business practices through policies, programs, regular training and communication. We ensure that all employees are well-informed about our business responsibility principles and the importance of upholding these virtues.

Our commitment extends beyond mere compliance with legal standards; it is a proactive endeavour to cultivate a diverse, inclusive, and environmentally sustainable workplace.

BRS Policy

[Click for Policy Document](#)



Our Policies

Embedding Policy Commitments

G2 - 24

At Skipper, embedding policies into operations is a strategic process aligned with our core values and business objectives. We start by understanding stakeholder needs through meetings, surveys, feedback, regulatory considerations, and analysis of complaints and deviations.



Senior Oversight and Accountability

The Board of Directors and senior executives oversee policy implementation and are accountable for these commitments.



Day-to-Day Responsibility

The Human Resources department oversees the Human Resource policy, ensuring adherence and effectiveness. These functions report directly to senior decision-makers selected for their expertise.



Governance Discussion

Deviations from policy adherence or significant topics related to responsible business conduct are brought to the attention of our highest governance bodies for discussion.

Membership Associations

G2 - 28

National Memberships

17 PARTNERSHIPS FOR THE GOALS



ieema
your link to electricity



D



Stakeholder Engagement

G2 - 29

Skipper has conducted an in-depth assessment to identify both internal and external stakeholders.

Engaging through direct discussions, surveys, ongoing research, and interactions with industry associations and regulatory bodies, we have prioritized stakeholders based on their influence and interest in our sustainability initiatives.

This approach allows us to integrate their perspectives directly into our sustainability strategies, enhancing our decision-making processes.



Approach to Stakeholder Engagement

Our stakeholder engagement process ensures that we clearly understand and address stakeholder concerns, leading to designing more effective and accountable sustainability

practices. Such strategic engagement aligns our business operations with stakeholder expectations, strengthening trust and supporting our long-term goals for sustainability.

Stakeholder Group & Frequency	Channels of Communication	Purpose of Engagement
 Investors Frequency Annually /quarterly need-based engagement	<ul style="list-style-type: none"> Website, e-mails Quarterly financial results, annual reports Investor presentations & meetings Annual General Meeting Newspapers 	Communication on general updates, new product developments, queries redressal, business performance and understanding the concerns and expectations of the investors.
 Customers Frequency Regular and continuous engagement	<ul style="list-style-type: none"> Advertisements ATL & BTL Exhibitions and events Digital and social media connect Brochures and catalogues Website, e-mails, phone calls Formal/informal review of customer relationships & requirements Visit to customer locations 	Building brand awareness and consideration amongst customers and key stakeholders. Promoting our products and services in all our markets. Ensuring skipper products are preferred amongst customers.
 Employees/ Workers Frequency Regular and continuous engagement	<ul style="list-style-type: none"> Online/ offline training E-mails, newsletters & HRMS portal Team & staff meetings Performance appraisal reviews Committees engagements 	To understand the job satisfaction parameters, career development, and training for creating a healthy, safe, rewarding, and fulfilling work environment for all the employees and workers.
 Suppliers Frequency Regular and continuous engagement	<ul style="list-style-type: none"> Supplier questionnaires and onboarding platform E-mails, phone calls, meets Supplier audits Supplier periodical evaluation 	To ensure a smooth and responsible supply chain, prioritize open communication with vendors. This fosters a shared understanding of quality standards, cost considerations, and timely delivery expectations, while also aligning on future growth plans.
 Regulators Frequency Regular and continuous engagement	<ul style="list-style-type: none"> E-mails Regulatory filings Statutory compliance inspections and reports Annual reports 	To comply with all the current and evolving statutory requirements such as compliances, corporate governance mechanisms, Tax revenues, CPCB norms, etc
 Community Frequency Regular and continuous engagement	<ul style="list-style-type: none"> Community meetings CSR programs, reviews, and feedback discussions 	To build and maintain healthy relationships with communities and use and share the local resources responsibly which helps in supporting the local communities and economics

E

Materiality

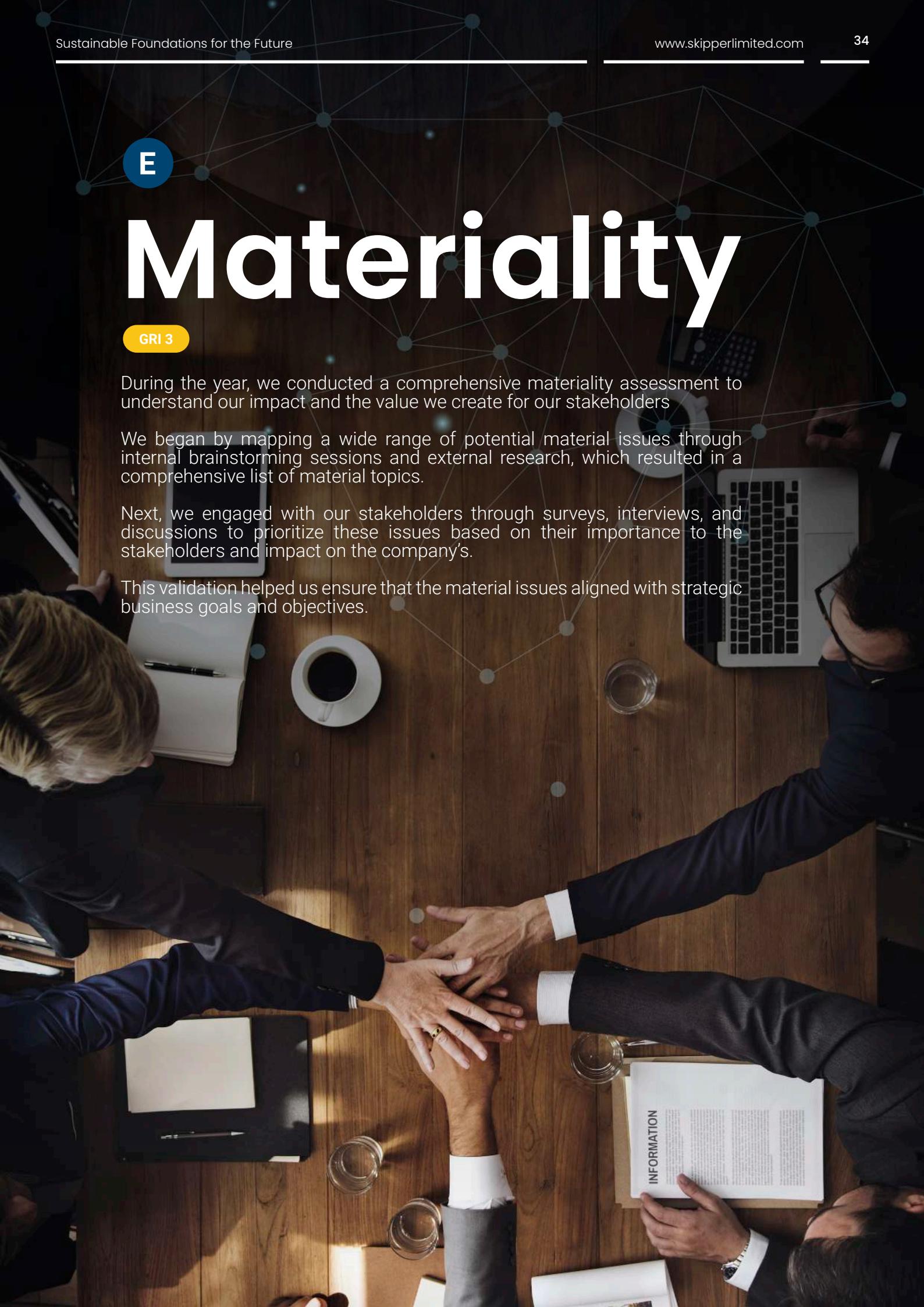
GRI 3

During the year, we conducted a comprehensive materiality assessment to understand our impact and the value we create for our stakeholders.

We began by mapping a wide range of potential material issues through internal brainstorming sessions and external research, which resulted in a comprehensive list of material topics.

Next, we engaged with our stakeholders through surveys, interviews, and discussions to prioritize these issues based on their importance to the stakeholders and impact on the company's.

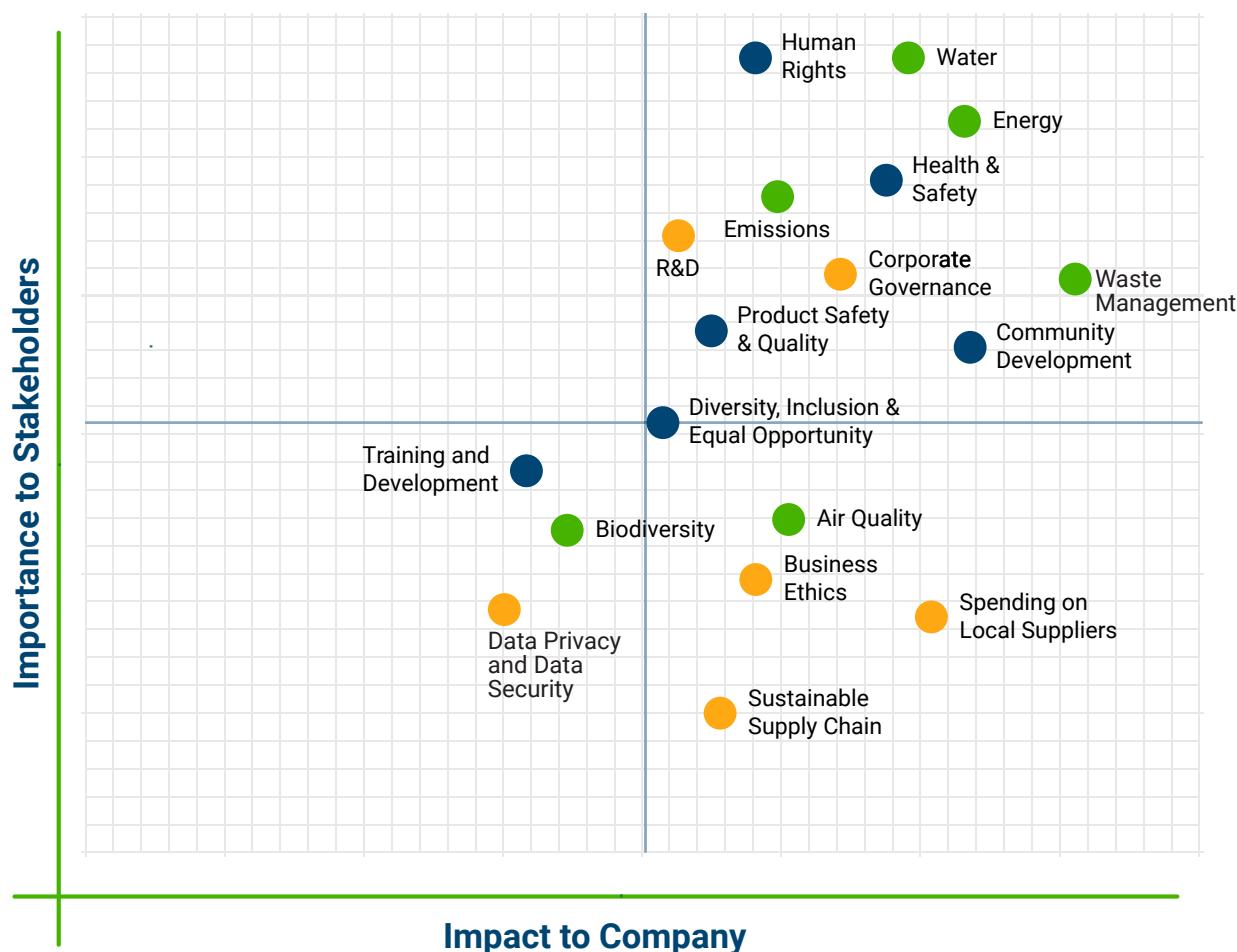
This validation helped us ensure that the material issues aligned with strategic business goals and objectives.



Materiality Approach



Materiality Matrix



1 Energy Management	Environment	5 Health & Safety - Employees & Workers	Social	9 Corporate Governance
2 Water Management		6 Community Development		10 R&D
3 Emissions Management		7 Human Rights		
4 Waste Management		8 Product Safety		

F

Economic Performance

At Skipper Limited, we recognize that robust economic performance is the cornerstone of our long-term sustainability and growth. This section of our sustainability report outlines how we create value for our stakeholders, contribute to the economic development of the regions where we operate.

Through these disclosures, we aim to provide a clear and comprehensive view of our economic strategies, performance, and contributions to broader societal goals. Our economic impact and initiatives, are integral to fulfilling our corporate responsibility and driving sustainable development.



Y-o-Y Change in %

Revenue	75.5%
EBITDA	51.7%
Profit Before Tax	43.8%
Profit After Tax	6.2%

Direct Economic Value

Generated	32,906.38 Millions
Distributed	31,957.57 Millions
Value Retained	1,018.64 Millions

Purchases Within

India	84%
State of Operations (West Bengal & Assam)	53%

Economic Performance

G 201-1

Skipper has achieved consistent, robust and ongoing growth in the areas of its business segments both domestically and internationally. The revenue from operations has increased to Rs 32,820.43 million as compared to Rs 19,803.00 million in the previous year. The company earned net profit of Rs 817.0 million as against a net profit of Rs 355.7 million in the previous

year. Through these disclosures, we aim to provide a clear and comprehensive view of our economic strategies, performance, and contributions to broader societal goals. Our economic impact and initiatives, are integral to fulfilling our corporate responsibility and driving sustainable development.



Economic Value Generated and Distributed

Financial Performance Highlights FY 2023-24

₹3,194.8m
Operating EBITDA

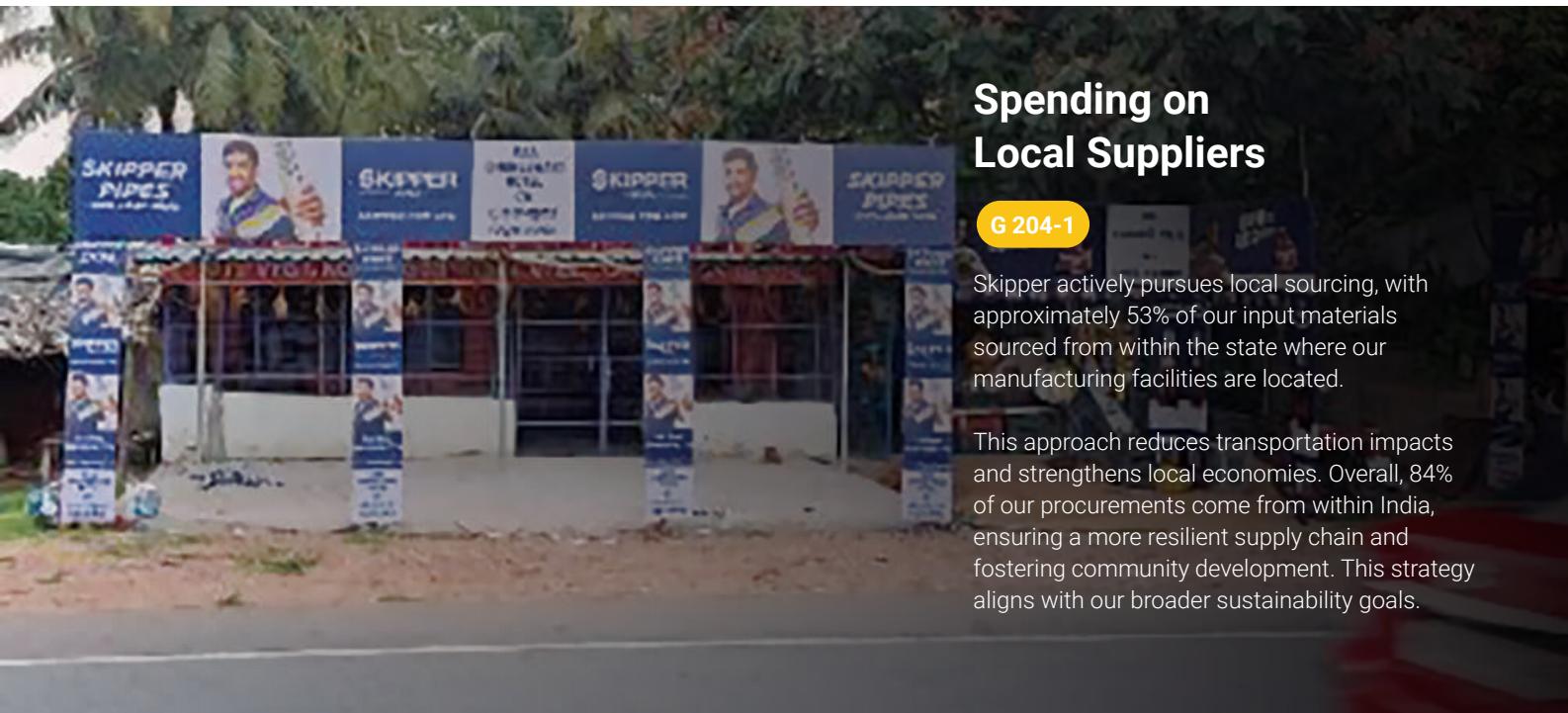
₹1285.4m
Profit Before Tax

₹3,194.35m
Operating Profit Before Tax

₹817.0m
Profit After Tax

Head	FY 2023-24 (million)	Remarks
Direct Economic Income Generated		
Revenue	32,906.38	Includes revenue from operations, other income and other operating income
Direct Economic Income Distributed		
Operating costs	28,878.47	Includes cost of goods sold, other expenses less CSR, charity and donation
Employee wages & benefits	1,267.19	Includes employee benefit expenses
Community investment	5.73	Includes CSR, charity and donation
Payments to providers of capital*	1,550.39	Includes finance cost
Payments to government	255.79	Includes tax expenses
Economic value retained	1,018.64	Direct 'economic value generated' less 'economic value distributed'

*Includes proposed dividends



Spending on Local Suppliers

G 204-1

Skipper actively pursues local sourcing, with approximately 53% of our input materials sourced from within the state where our manufacturing facilities are located.

This approach reduces transportation impacts and strengthens local economies. Overall, 84% of our procurements come from within India, ensuring a more resilient supply chain and fostering community development. This strategy aligns with our broader sustainability goals.



Shiv Shankar Gupta

Chief Financial Officer

Anti-Corruption

G 205

Aligned with our core principles, Skipper upholds the highest moral and ethical standards across all business operations. We are unwavering in our zero-tolerance policy towards bribery and corruption. We are dedicated to conducting all business dealings and relationships with professionalism, fairness, and integrity. Our commitment includes establishing robust systems to effectively combat bribery by adhering to all applicable domestic and international laws that prohibit improper

payments, gifts, or inducements to or from individuals, including private and public sector officials, customers, and suppliers. We are equally dedicated to preventing and detecting any instances of bribery and other corrupt business practices.

During the reporting year, there are no cases of disciplinary actions against any Directors, KMPs, employees, or workers by any enforcement agency for charges related to bribery.



G

Environmental Performance

We are committed to minimizing our environmental impact while maintaining operational excellence in the development and production of transmission lines, towers, and PVC pipes.

Our sustainability plan prioritizes reducing emissions, optimizing resource efficiency throughout our facilities. We are dedicated to contributing to a more sustainable future, in alignment with global environmental goals and industry best practices.

Emissions & Energy

 **2.59 MW**
Solar Capacity

 **2,056 MWh**
Renewable Energy
Generated

 **12,721 MWh**
Annual Electricity
Savings

 **9,108 MTCO2e**
Avoided Emissions

 **12%**
Reduction in emission
intensity per metric ton
production

Waste

 **3R**
Adopted 3R
Approach

 **100%**
Hazardous waste
sent to CPCB
authorised vendors

 **100%**
metallic waste sent to
foundries for recycling

 **99%**
of Polymer waste
is recycled inhouse

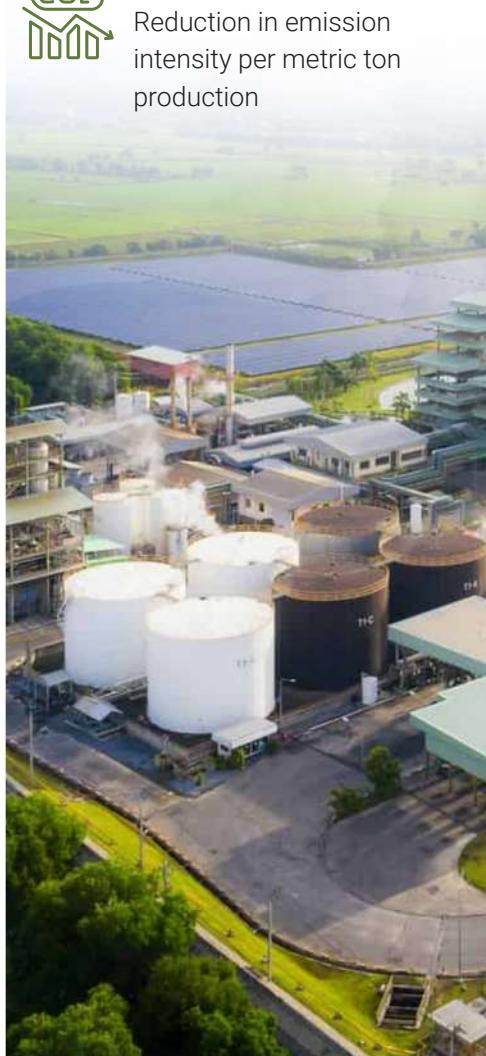
Water

 **3R**
Adopted 3R
Approach

 **100%**
of GI unit operates on
treated water

 **100%**
of effluent water
discharged is treated

 Regular effluent
quality analysis



Environmental Performance



Jalaj Malpani

President – Business Excellence

We take pride in proactively addressing environmental challenges through innovative engineering solutions and efficient manufacturing processes. Our ongoing efforts focus on reducing our ecological footprint, progressing toward carbon neutrality, minimizing waste, and enhancing water efficiency and product stewardship. We are reimagining sustainability at an enterprise level, aligning our policies, programs and outcomes with global best practices. We are digitizing our sustainability initiatives to create transparency and accountability across all levels and drive excellence in achieving our sustainability goals.

We have initiated the GreenCo Certification, a globally recognized framework developed by the Confederation of Indian Industry (CII) to assess and enhance environmental performance. This certification will help

Skipper to progress towards net zero carbon and waste goals, enhance water efficiency, and improve supply chain greening and product stewardship.



Energy Management

G 302-1 G 302-3 G 302-4 G 302-5

Skipper's towers and poles, used in power infrastructure, are critical in energy transmission. Our products are designed to be durable and adaptable, making them ideal for extending the reach of power grids into renewable generation areas and ensuring

reliable energy distribution. In our manufacturing operations, we implemented a robust energy management system to monitor and optimize our energy use, supported by regular reviews and audits.



Energy Source	FY 2023-24	FY 2022-23
Energy from non-renewables (GJ)	841,581	666,940
Energy from renewables (GJ)	7,403	1,960
Total energy consumption (GJ)	848,984	668,900
Energy consumed per MT of production	2.04	2.33
Energy consumed per million of revenue - INR	25.87	33.78
Energy consumed per million of revenue - PPP	579.43	756.62

Our energy efficiency programs, combined with renewable energy, is a critical lever for our decarbonisation efforts.

Our energy intensity reduced by approximately 12% from 2.33 in FY 2022-23 to 2.04 in FY 2023-24, demonstrating a significant reduction in energy consumption per unit (GJ/MT) of production.

Energy Efficiency

We have conducted energy audits at Uluberia and BCTL & Unit-1 plant located at Jangalpur and implemented the following key initiatives to enhance energy efficiency.



Initiatives Implemented

Electricity Units – kWh	FY 2023-24
Energy from solar plants	2,056,280
Replacement of CFL lights with LEDs	1,328,832
Installation of VFDs	4,306,210
Equipment upgradation	5,029,526
Total energy units saved	12,720,848

Case Story

Renewable Energy

We currently have a total solar capacity of 2.59 MW. During the year, we added 400 KW at the Uluberia facility and 750 KW at the Guwahati facility. We have generated a total of 2,056,280 kWh of renewable energy leveraging solar plants during the financial year. Our goal is to further expand our rooftop solar plants across our organization by 2025.



Facility	Solar Capacity	
Uluberia	1,780	kW
Unit- 1	25	kW
BCTL	30	kW
Guwahati	750	kW
	2.59	MW

Day Light Harvesting

At Uluberia facility, we implemented daylight harvesting system with rooftop sheets, to enhance the Lux levels within our working areas from approximately 250 to 300. This eco-friendly initiative significantly reduced energy consumption and enhanced the working environment.





Raj Kumar Nanda

Deputy General Manager
EHS & Sustainability

As the EHS and Sustainability lead at Skipper, my commitment to sustainability goes beyond compliance; it's about driving impactful change across our operations. Our EHS practices ensure we operate safely and responsibly, protecting both people and the environment. The ESG committee plays a crucial role in assessing opportunities, risks, and impacts across short, medium, and long-term horizons, allowing us to prioritize actions based on their criticality. This structured approach has led to key initiatives such as expanding our renewable capacity, implementing waste-heat recovery systems, enhancing waste and water management systems, and strengthening our safety protocols.



Waste Heat Recovery

Our waste heat recovery system and recuperators installed during FY 2023-24 are expected to reduce significant amount of coal consumption required for heat generation in reheating furnaces, resulting in substantial reduction of CO₂ in the coming years.

The **CII (Confederation of Indian Industry) Encon Awards** recognize excellence in energy conservation practices among industries in India. Skipper was honoured as "**Winner**" at the 2023 Encon Awards for our achievements in implementing energy-efficient practices across our operations.



Water and Effluents

G 303-1 G 303-2 G 303-3 G 303-4 G 303-4

Effective water management is essential for ensuring the long-term viability of ecosystems, supporting communities, and maintaining the operations of industries.

Water is a critical input in our manufacturing process. Being aware of the risks from drought and water scarcity, we have



evaluated the risks using tools such as the aqueduct water risk atlas, Water Risk Filter (WWF), and analyses from the Central Ground Water Board (CGWB) and State Water Investigation Directorate (SWID) for the state of Bengal. This evaluation has provided vital insights into current and projected water-related challenges that the company will face in the coming years.

Case Story

In FY 2022-23, we established a sewage treatment plant (STP) with a capacity of 60 KLD to treat domestic wastewater from the worker's residential building. The treated water is utilized in various ways to promote sustainability:

- Dilution of acids in the GI plant**
The treated water is used in the galvanizing process.
- Dust suppression and gardening**
The water is effectively used for dust suppression and gardening purposes.
- Further purification for quenching processes**
Based on requirements, the treated water undergoes reverse osmosis (RO) for further purification. The RO-treated water is then used in quenching processes.
- RO reject water usage**
The water rejected by the RO process is repurposed for dust suppression.



During the same year, we installed a cutting-edge 40 KLD Effluent Treatment Plant (ETP) equipped with Moving Bed Biofilm Reactor (MBBR) to augment treatment efficiency. MBBR technology utilizes engineered bacteria for filtration.

In FY 2023-24, a 150 KLD capacity ETP for iron removal was installed at the Uluberia unit to facilitate the reuse of iron-contaminated water in our in-house processes specifically the rolling mill unit.

Quality Monitoring



To ensure stringent compliance with environmental standards, we meticulously test the water quality at every stage of the effluent treatment process.



Water Withdrawal

Water (Kilo Litres)	FY 2023-24	FY 2022-23
Third-party water	420	352
Groundwater	93,452	74,121
Total water consumption	93,872	74,473

Water Discharge

Water (Kilo Litres)	Level of Treatment	FY 2023-24	FY 2022-23
Surface Water	-	0	0
Groundwater	-	0	0
Third-party Water	Tertiary Treatment	11,680	9,400
Total water Discharged	-	11,680	9,400



Emissions

G 305-1 **G 305-2** **G 305-5** **G 305-6** **G 305-7**



At Skipper, we recognize the critical importance of addressing climate change and are committed to playing our part in creating a sustainable future. Since FY 2021-22, we have diligently

maintained our greenhouse gas (GHG) inventory, reflecting our dedication to environmental stewardship and transparency.

Emission Source (tCO2eq)	FY 2023-24	FY 2022-23
Scope 1	59,253	40,282
Scope 2	37,383	33,466
Total Scope 1 & 2	96,636	73,748
GHG emission per MT of production	0.23	0.26
GHG emission per million of revenue - INR	2.94	3.72
GHG emission per million of revenue - PPP	65.95	83.42

We have adopted the equity share approach to account for the emissions of our joint ventures

GHG Emission Reduction Initiatives

- As a part of the transition to lower carbon intensity fuels, we phased out the usage of furnace oil and transitioned to Light Diesel Oil (LDO), Low Sulphur Heavy Stock (LSHS), and Liquified Petroleum Gas (LPG).
- In FY 2023-24, we further reduced LSHS and LDO consumption, prioritizing LPG as our primary fuel source, to promote lower carbon-intensity fuel.
- We are conducting Life Cycle Assessment (LCA) for towers and poles, our two major products to identify and understand embedded emissions at the product level.
- We have initiated a phased replacement of CO2 gas with an 80:20 Argon-CO2 mixture, which helps reduce greenhouse gas emissions.
- We are evaluating the introduction of an induction furnace in tower bending to replace the existing gas and fuel-based furnace, as part of our sustainability initiatives.



Renewable Energy Mix and Avoided Emissions

Energy from renewables	2,056 MWh
Avoided emissions by the installation of solar energy	1,472 tCO2e

We refrain from using Ozone Depletion Sources (ODS) during the manufacturing process. Other auxiliary emissions from our operations are negligible.

Air Quality Monitoring

Our rolling mills feature state-of-the-art air pollution control devices (APCD) with cyclone separators and bag filters, meeting SPCB emission guidelines. In our GI units, acid scrubber system and turbo ventilation system minimize air pollution.



Parameters	Unit	Value
Respirable Particulate Matter (RPM/PM10)	µg/ m³	79.69
Suspended Particulate Matter (SPM)	µg/ m³	295.66
Sulphur Dioxide (as SO₂)	µg/ m³	19.05
Oxides of Nitrogen (as NO₂)	µg/ m³	38.12
Carbon Monoxide (as CO)	mg/ m³	0.3123
Hydrochloric Acid Mist (as HCl)	mg/ m³	-
Ambient Temperature (Average)	°C	23.00

Waste Management



G 306-1 G 306-2 G 306-3 G 306-4 G 306-5

Skipper's waste management practices are designed to minimize the environmental impact of waste generation and disposal. We focus on reducing waste at the source, monitoring waste

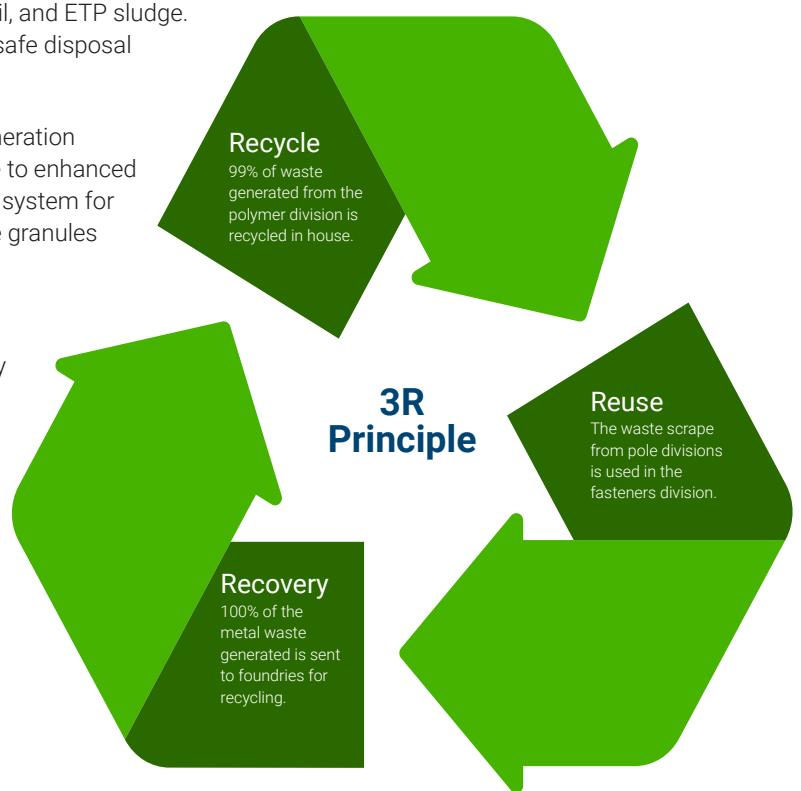
generation, segregating waste for better management, and ensuring responsible disposal. We emphasize safe handling of hazardous waste.

Waste Tracking and Waste Reduction Practices

Our ERP systems systematically track waste data from generation to disposal. Our hazardous waste includes, Zinc ash and dross, used oil, and ETP sludge. We partner with CPCB and SPCB-authorized agencies for safe disposal supported by thorough documentation.

In our polymer unit, we have reduced the plastic waste generation during operations from 9% to 4%. This improvement is due to enhanced automation systems and implementation of a closed-loop system for conversion process waste into granules, with 99% of these granules being recycled into production.

We have upgraded our ETP with advanced treatment technologies such as Lamella Clarifiers, MBBR, and tertiary processes, resulting in a reduction of sludge generation.



Waste Generated (MT)	FY 2023-24	FY 2022-23
Plastic waste*	1,441.05	2,029.00
Hazardous Waste		
ETP sludge	2,571.00	2,037.73
Used oil	10.19	10.01
Zinc waste (ash & dross)	1,252.61	1,081.97
Non- Hazardous Waste		
Metallic waste	28,368.33	21,528.51
Miscellaneous waste/scrap	894.64	2.57
Paper cardboard waste	319.54	26.73

* Processed plastic waste from the polymer division

Waste Disposal

Waste Disposed (MT)	FY 2023-24	FY 2022-23
Recycling (Plant operations)	1,441.05	2,029.00
Landfill	2,571.00	2,037.73
Disposed to authorised recyclers/vendors	30,845.31	22,649.79

Product Quality and Safety



Ensuring product safety and quality is paramount in our operations. We strictly adhere to international codes for all our products, and our extensive range of certifications underscores our commitment to meeting global standards. Our engineering product design process is rigorously analysed using advanced software to proactively address any potential on-site failures. To eliminate fitment issues, we conduct horizontal assembly for 100% of our structures. When necessary, we also perform full-scale load testing to validate the robustness of our designs.

For polymer products, we prioritize the use of high-quality ingredients and additives. Through precise extrusion and stringent testing, our pipes meet industry standards for durability and longevity, enhancing customer safety, stakeholder trust, and our brand reputation. In response to the growing concern over lead contamination in water supply systems, our pipes are certified by NSF 14. Additionally, we have received Greenpro certification for our CPVC pipes and fittings. These measures underscore our commitment to high-quality, safe, and environmentally responsible engineering practices.



Social Performance

H

We are dedicated to fostering a safe, inclusive, and growth-oriented work environment for all. Our commitment to regular health and safety training, continuous learning programs, and respectful workplace practices reflects our belief that our people are our most valuable asset.

By prioritizing employee well-being and development, we drive sustained excellence and create a workplace where every individual thrives. Through CSR initiatives focused on empowerment, healthcare, education, and sustainability, we strive to make a positive impact beyond our walls. Together, we build a future that is value-driven and people-centered.

Social Performance

At Skipper, employee well-being is integral to our long-term success and growth. We are committed to upholding the highest ethical, legal, and moral standards in occupational health and safety to ensure the well-being of our workforce. Our Safety Management System, guided by ISO standards, helps us manage and mitigate health, safety, and environmental risks effectively. We are also advancing towards the implementation of tracking and management of our ESG and EHS initiatives. This approach will further support our commitment to advancing occupational health and safety performance.



Yash Pal Jain

Director



72,118
Training Hours
For Employees in FY2023-24



861
Training Programs
Conducted



17%
of Employees
have been with the company for over 10 years



ISO 45001
Adopting Integrated Management Systems which covers Occupational Health and Safety

Great Place to Work
Recognition for the Third Consecutive Year

55,00,000
Total CSR Spent (INR)

Occupational Health & Safety



- G 403-1
- G 403-2
- G 403-3
- G 403-4
- G 403-5

- G 403-6
- G 403-7
- G 403-8
- G 403-9
- G 403-10

Skipper's EHS (Environment, Health, and Safety) Management System is built upon eight guiding elements

- 1) Leadership & Commitment
- 2) Environmental Management
- 3) Legal Compliance
- 4) Risk & Opportunity Management
- 5) Incident Preventive Action
- 6) Contractor Management
- 7) Training & Development
- 8) Continual Improvement

In occupational health and safety (OHS), we have developed a strong safety culture through comprehensive policies and practices to identify health and safety issues. All our business units and locations are ISO 45001:2018 certified, highlighting our commitment to high safety standards.

Safety Management Protocol

At Skipper, ensuring a safe work environment is critical. Environment, Health, and Safety (EHS) guidelines and SOPs are in place to maintain consistency and efficiency in operations.

Safety Essentials and Behaviours

Skipper's twelve safety essentials address key risks and set minimum requirements for safety in hazardous conditions. Core safety behaviours include actively addressing safety issues, assessing and organizing every job to prevent incidents, discussing safe methods before starting work, halting work if safety is compromised, adhering to safety procedures, using the right tools correctly, ensuring mental and physical fitness for duty, addressing and being open to feedback on unsafe behaviours, promptly reporting safety observations and incidents, and focusing on tasks without distractions.

Safety Management and Training

Each factory must have a qualified Safety Officer, reporting to the Regional EHS head and Factory head. EHS employee competency is developed through HR-tracked programs and special assessments.

EHS Planning and Evaluation

EHS requirements, including emergency response plans and risk assessments, are planned for all high-risk activities. Daily tool box talks ensure understanding and implementation of EHS requirements. Annual EHS evaluations and regular audits by senior management assess safety preparedness.

EHS Performance Monitoring

Monthly and regular reviews by top management and the Board of Directors. Factory safety focuses on machinery, material handling, and infrastructure. EHS performance is tracked via the EHS dashboard, with corrective actions for high-risk activities reported promptly.

By following these measures, Skipper aims to maintain a zero-accident workplace, ensuring the safety of all employees, workers and contractors.



Safety Management Framework

Our safety governance model is characterized by a clear flow of responsibility and accountability:

- The **Apex Safety Management Review Committee** establishes the overarching safety goals and plans.

- The **Apex Safety Policy Formulation Committee** develops detailed safety policies that translate these goals into specific actions.
- The **Divisional Implementation Committee** ensures these policies are implemented effectively at the ground level.
- Specialized committees like the **Safety Standards Committee** provide the technical foundation necessary to support all safety efforts.

Apex Safety Management Review Committee

Apex Safety Policy Formulation Committee

Divisional Implementation Committee

Through this multi-layered approach, we maintain rigorous safety standards, ensuring a secure and healthy work environment for all employees.

Our Health and Safety policies are communicated to all employees through training sessions and prominently displayed in key locations and departments. The policy is available to all interested parties and exhibited in local languages for wider accessibility and understanding.

Our Hazard Identification and Risk Assessment (HIRA) process classifies various hazards into low, medium, or high. The corrective actions are determined based on their likelihood and severity. Competent risk assessors, including trained internal and external auditors, conduct these assessments.

The assessments are conducted by several stakeholders such as zonal owners, process owners, department managers,

supervisors, plant managers, operators, unit OHS management appointees or representatives, workers' representatives, and subject matter experts.

Employees are encouraged to promptly report incidents to their supervisors or designated process owners. Dedicated safety teams stationed across units are also available for reporting, and strategically placed suggestion boxes allow anonymous incident or hazard reporting. Our safety team promptly disseminates detailed "safety alerts" to all employees through shopfloor communication, emails, & internal groups, providing comprehensive information including incident location, date, time, description, root cause analysis, and corrective actions. Incident reports are compiled to record all incidents, including near misses and incidents categorized as Level 1, Level 2, or Level 3.

Health and Safety Monitoring

Occupational health services are embedded within our health and safety framework comprising processes, standard operating procedures (SOPs), and EHS manuals. We conduct mandatory general health check-ups for employees including contract workers during employee onboarding. We administer regular health screenings tailored to roles and exposure risks. These tests include chest X-rays, pulmonary function tests (PFT), blood tests, audiometry tests, eye examinations, and specialized tests like liver function tests (LFT). At the Uluberia plant, we have a dedicated occupational health centre OHC to provide immediate attention to



any employee health concerns. We also have specific protocols in place to ensure heightened vigilance during non-routine activities, shift handovers, and changeovers.



Skipper actively encourages worker participation through a combination of regular training sessions, safety meetings, and daily on-floor interactions. Our safety awareness includes practical training, monthly interactive sessions, and events like National Safety Day, Fire Safety Week, Road Safety Week celebrations and Doctors Day celebrations.

Our rewards program recognizes individuals who demonstrate strong safety commitment. To ensure the effective emergency preparedness measures, we conduct bi-annual safety mock drills.

We have established safety committees chaired by divisional heads of departments (HODs). These committees are balanced with 50% representation from shop floor workers and 50% from executive-level personnel. Contractual supervisors also participate ensuring a comprehensive representation. These committee meetings are held monthly which serve as platforms to address workers concerns and foster a collaborative approach to safety management.

We empower workers to understand and mitigate risks through tailored training programs and regular assessments. The training needs assessments are led by divisional heads of departments (HODs) and integrate new programs designed to address key gaps. Key training sessions prioritize areas such as proper Personal Protective Equipment (PPE) usage, safe machinery operation, and adherence to SOPs.



Our training calendar ensures regular learning opportunities and are also delivered in local languages such as Hindi, Bengali, Odia, and Assamese. Training is segmented by department, tailored to specific work areas, and covers hazards, activities, and situations such as chemical safety, working at heights, and fire hydrant procedures. These sessions include classroom instructions, practical exercises, toolbox talks, and video presentations led by safety experts. Health and safety training are mandatory for all workers and the feedback is assessed for training effectiveness.

165
EHS Walkthroughs

48
Mock Fire
Drills

703
EHS Trainings

4
Evacuation
Drills

67,616 Hours
Safety Trainings

54
Safety Committee
Meetings

Promotion of Non-Occupational Worker Health

Skipper has launched a worker health promotion program for all employees, collaborating with a hospital near the Uluberia facility. As part of this initiative, the Company offers financial assistance for their health check-ups.

Number of employees & workers where workplace is controlled by the organization.

7189

Number of employees & workers covered by the OHS System.

7189

Number of employees covered by the OHS System, audited or certified by an external party.

1875

Number of workers covered by the OHS System, audited or certified by an external party.

5314

Work-Related Injuries

	Employees/Workers	FY 2023-24		FY 2022-23	
		Number	Rate	Number	Rate
Fatalities as a result of work-related injury	Employees	1	0.10	0	0
	Workers	1	0.10	1	0.10
High-consequence work-related injuries (excluding fatalities)	Employees	0	0	0	0
	Workers	0	0	0	0
Recordable work-related injuries	Employees	2	0.19	2	0.20
	Workers	15	1.43	14	1.41

Work-Related Ill Health

	Employees/Workers	FY 2023-24		FY 2022-23	
		Number	Number	Number	Number
Number of fatalities as a result of work-related ill health	Employees	1		0	
	Workers	1		1	
Number of cases of recordable work-related ill health	Employees	0		0	
	Workers	0		0	

Training and Education

G 404-1 G 404-2 G 404-3

Skipper Gurukul

Skipper Gurukul is a comprehensive dashboard designed to enhance employee engagement and streamline access to essential resources. This programme serves as a robust system for delivering assignments and facilitating ongoing training sessions. Recognizing the criticality and capability of our shop floor employees, we tailor development programs to enhance their skills effectively. Moreover, we have successfully implemented supervisor and managerial training initiatives, ensuring that a significant portion of our workforce benefits from these programs.

We have developed a comprehensive training framework that encompasses video classes, theoretical sessions, and practical hands-on training.



Adrenalin

We have digitalized our HR systems, integrating the entire employee life cycle into 'Adrenalin' a human capital management suite. The interpersonal relationships among team members were strengthened, with learning integrated into career development aligned with organizational goals. Performance and talent management were integrated with an interactive tool (Skipper-DNA) and sales force automation was implemented with a hand-held tool (Sales Manpower - ACE-DNS).

Our skill development programs are designed to equip the employees and workers to navigate the evolving demands of the industry.

72,118

training hours during FY 2023-24

Education Assistance Scheme

We have launched the Education Assistance Scheme under the Skipper skill up programme, aimed at enhancing professional capabilities and contributing to the growth of the company.

- The program was launched on June 23rd 2023
- All the employees who have completed a tenure of 12 months are eligible for this programme
- 4 individuals benefited from this program
- The company covers 60% of the total course fees for this program



Kaushal

We have implemented program KAUSHAL for empowering the technical skills of the workforce for a better tomorrow.

- The program was launched on May 1st 2023
- Mode of training- classroom & onsite
- Frequency of the program- monthly
- Total number of beneficiaries – 1,574
- Permanent, contractual employees and workers are included in this program

Supervisory Development Programme & Effective Manager Workshop

Supervisory Development Programme & Effective Manager Workshop to enhance supervisory skills and managerial effectiveness.

- Supervisors are eligible for "Supervisory Skill Development" training and Assistant manager and above for "Effective Manager Work Shop" training
- Supervisory Development Program covered 287 supervisors in FY 2023-24
- Effective Manager Workshop covered 55 Employees in FY 2023-24



Our employee performance evaluation strategy includes goal planning, development needs assessments, mid-year reviews, and year-end reviews. The performance-driven culture along with dynamic compensation and benefits ensures that our company stays aligned with industry trends.

Performance Review

Frequency (Months)	6 months	9 months	12 months
Conducted by	Directors, HODs, Administrative & Functional Reporting Head, Corporate HR		

Diversity and Equal Opportunity



G 405-1

G 405-2

**Ashish Raha**Senior Vice President
Human Resources

As we celebrate this honour, it reaffirms our confidence in our team's capacity to overcome new challenges and uphold our growth trajectory. Our employees consistently exhibit dedication, professionalism, and accountability. I appreciate each of them and their families for choosing Skipper Limited as their employer. This award underscores our company's dedication to fostering a culture rooted in trust, collaboration, and innovation—an acknowledgement of Skipper's recognition as a 'Great Place to Work' award recipient.



This is to certify that Skipper Limited has successfully completed the assessment conducted by Great Place To Work®, India, and is certified as a great workplace.

This certificate is valid from December 2023 to December 2024.


Yeshavini Ramaswamy

Chief Executive Officer
Great Place To Work®, India

Note: The certificate is valid subject to the terms and conditions agreed to by the Organization.

'Great Place To Work' Certification

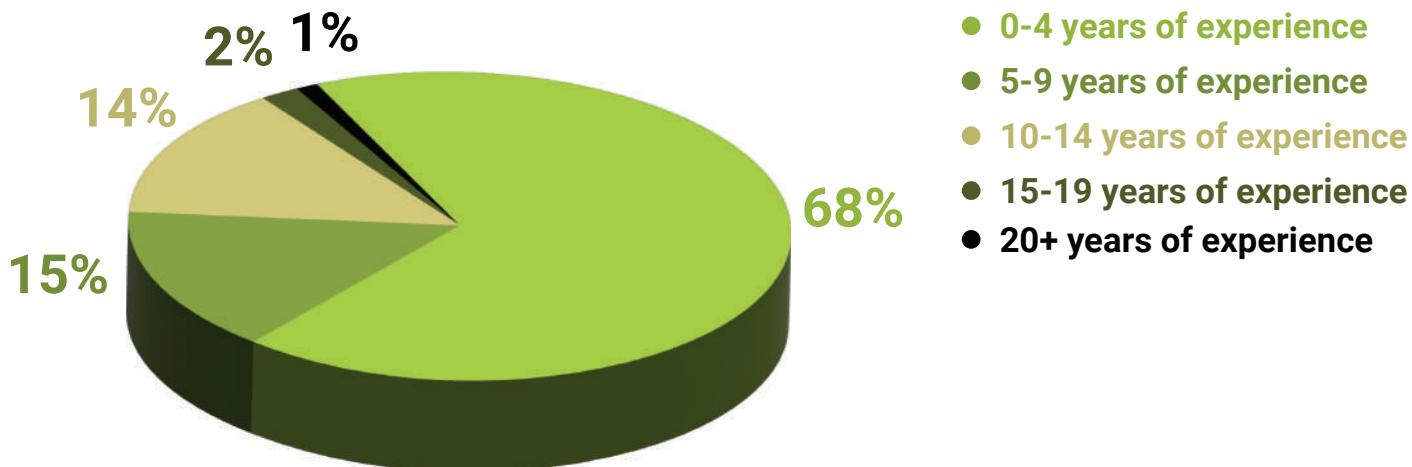
Skipper received "Great Place to Work" certification for the third consecutive year, reaffirming our positive workplace culture and a thriving team.

We recognize our role in maintaining diversity, equity, and inclusion (DE&I) across all our facilities, understanding that the nature of the industry and the locations of our facilities pose challenges to improving diversity at the plants. However, we strive to maintain diversity in line with generally accepted industry practices.

We make sure all the employees and workers are evaluated based on their performance regardless of caste, creed, gender, race, religion, disability, sexual orientation, HIV status, or family status. This approach ensures that there is no discrimination in recruitment, remuneration, and promotion processes and promotes equal opportunities for all.



Employees by Years of Experience

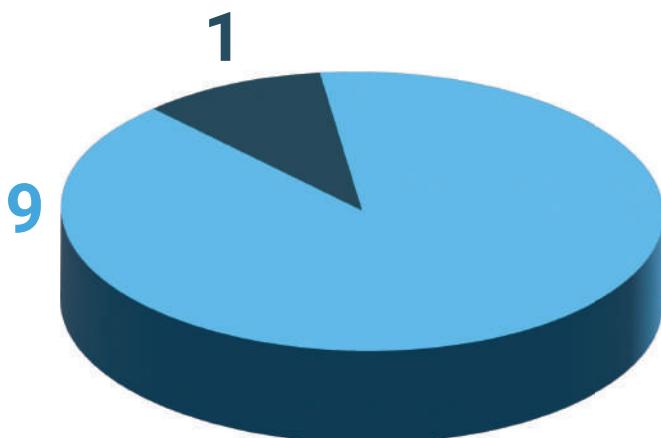


Employee Category by Age by Organizational Levels

Category	<30	30-50	>50
Top management	0	14	25
Senior management	1	104	20
Middle management	28	299	45
Junior management	235	541	43
Non-management	348	271	31
Employees on contract	65	57	0



Board Diversity



- Male
- Female

Ratio of Basic Salary and Remuneration of Women to Men

Employee Category	Average Women Salary	Average Men Salary
Top management	-	₹ 3,575,587
Senior management	₹ 1,709,110	₹ 1,612,398
Middle management	₹ 686,541	₹ 687,931
Junior management	₹ 380,791	₹ 381,223
Non-management	₹ 193,284	₹ 239,825

Non-Discrimination

G 406-1

Skipper is dedicated to creating a secure and inclusive workplace environment for all employees and stakeholders. We have implemented policies and procedures to prevent any adverse repercussions for individuals who report incidents of discrimination or harassment. Any complaint related to human rights is treated with the utmost seriousness, with investigations conducted confidentially and impartially by our Internal Complaints Committee (ICC). Policies such as the

Prevention of Sexual Harassment at the Workplace (POSH) and the Business Responsibility and Sustainability Policy serve as safeguards against retaliation. Internal and external training sessions on POSH, along with other relevant sessions are conducted aimed at educating all employees and workers. These efforts underscore our unwavering dedication to upholding a workplace culture that values safety, respect, dignity, and equality for all.



Zero

Complaints on Non-Discrimination during the financial year

Child Labor

G 408-1

We are firmly committed to ethical labour practices, ensuring that no one under the age of 18 is employed by us. We strictly prohibit any form of forced or compulsory labour and refuse to work with suppliers or vendors who engage in such practices.



Local Communities

G 413-1 G 413-2

At Skipper, we believe in driving change where it matters the most. Our Corporate Social Responsibility (CSR) initiatives have been a cornerstone of our ethos, extending beyond mere philanthropy to embody true transformation in the communities we serve. Our journey began with a resolute mission to reach out to the underserved—touching the lives of tribal and rural populations in the remotest villages across India. Our efforts are not just about aid, but about enabling communities to forge a path toward self-reliance and sustainable development.

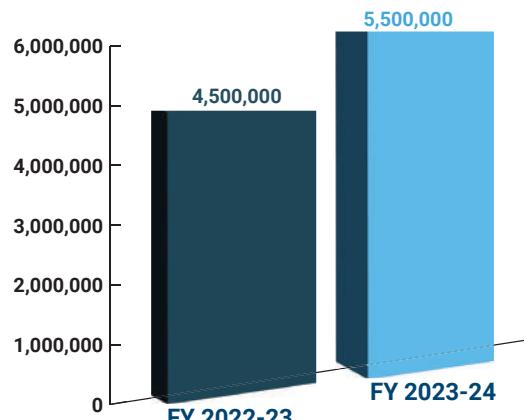
As part of our commitment to CSR, the company is dedicated to identifying and implementing projects, programs, and activities that significantly impact and improve communities. Our CSR initiatives are strategically allocated across the following key areas.

[CSR Policy](#)

[Click for Policy Document](#)



Total CSR Spent (INR)





Healthcare

Enhancing health services and access for underserved communities.



Education

Providing quality education and learning opportunities.



Rural Development

Supporting comprehensive development in rural areas.



Eradicating Poverty, and Malnutrition

Addressing fundamental needs and ensuring food security.



Environmental Sustainability/Sanitation

Promoting sustainable practices and improving sanitation.



Empowering Women

Fostering gender equality and empowering women through various initiatives.



Animal Welfare

Protecting animal welfare and promoting humane treatment.

Case Story

Our flagship Integrated Village Development Program (IVD) is at the forefront of our CSR endeavors, aimed at fostering self-sufficiency and sustainable growth across 100 targeted villages in Dumma, Deoghar, Jharkhand. Launched in collaboration with partners; the Friends of Tribal Society (FTS), Arogya Foundation of India, and SheoBaiBansal Charitable Trust, this program embodies our commitment to empowering rural communities through a multifaceted approach.





One Teacher School (OTS)

The company has joined hands with Friends of Tribal Society (FTS) to impart non-formal primary education to children between 6 and 14 years of age in the rural and tribal belts of India. FTS runs One Teacher School or Ekal vidyalaya which typically comprises of 25 - 30 children of classes I - III and is run by a single teacher who is generally a native of the local village.

Ekal on Wheel

Ekal on Wheel or computers on wheel is an ambitious drive to make these villages digitally literate. Many students who study in government schools do not have access to computer education and we try to bridge this gap through this project. A mobile van has been equipped with 9 laptops and it covers 2-3 villages per day to impart knowledge about the use of computers, internet, e-mail to the local children. 146 students have been benefitted under the project till date.



Arogyam

Under this program, one Arogya Sevika is given charge for one village and the said Sevika spreads awareness on anemia, malnutrition, sanitation, hygiene, mother & child care, food habits etc. It currently covers 30 villages.

Eye and Health Check-Up Camp

Eye and health check-up camps are arranged at regular intervals for the benefit of the villagers. Approximately 2500 villagers have been benefitted under this project till date.



Homeopathy Clinic

A homeopathy clinic is being run at the centre and regular visits are also made by the doctors to the villages for serving the patients.

Computer Training Centre

A well-equipped computer lab is established at the training centre with 10 computers. Certification is being awarded by IIT Mumbai under Digital India Mission Programme of MHRD, Delhi. 227 students have been trained under this project till date.



Tailoring Training

A well-equipped tailoring center has been established, equipped with 10 machines. Six-month courses are conducted, and certificates are awarded upon completion. After completing the training, each student receives a free sewing machine to help them earn a livelihood. To date, approximately 150 women have been trained under this project. Additionally, tailoring sub-centers are being operated in three villages, benefiting approximately 100 women so far.

Organic Farming Training

A residential training program for 3 days & 2 nights is run at the centre. Farmers from different village are invited to participate in the training sessions that cover soil fertility, water conservation, and organic farming techniques. After completion of training these persons acts as representative for their villages and organizes Farmers Training Programme in their respective villages. Almost 5500 villagers have been benefitted under this project till date.



Beautician Centre

A well-equipped beautician centre is run at the Dumma centre wherein several kinds of beautician courses are being run.

Tube Well Installation

Tube wells are being installed in the villages which have scarcity of water.



GRI 2 - General Disclosures

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