



India Nippon Electricals Ltd

REGD. OFFICE
11 & 13, Patullos Road, Chennai - 600 002
Tel : +91 44 28460073, **Email :** inelcorp@inel.co.in
CIN : L31901TN1984PLC011021

August 27, 2024

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor,
Plot no C 1, G Block,
Bandra Kurla Complex,
Bandra (East), Mumbai 400 051

Scrip: INDNIPPON

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai 400 001

Scrip: 532240

Subject: Business Responsibility and Sustainability Reporting - FY 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2023- 24, which also forms part of the Annual Report for FY 2023-24, submitted to the Stock Exchanges.

The Annual Report containing AGM Notice and BRSR is also available on the website of the Company at www.indianippon.com

We request you to take this on record.

Thanking You

Yours Sincerely
for India Nippon Electricals Limited

SEKAR
LOGITHA
Digitally signed by
SEKAR LOGITHA
Date: 2024.08.27
18:22:27 +05'30'

S Logitha
Company Secretary
Membership No. A29260

Encl: As Above

UNIT I - Hosur: Thalli Road, Uliveeranapalli, Hosur - 635 114, Tamil Nadu, India

Tel : +91 4347 233432 - 438 **Email :** inelhsr@inel.co.in,
Web : www.indianippon.com **Email :** inelmkt@inel.co.in





Business Responsibility and **Sustainability** Report





Section A

Details of Listed Entities

Question 1

Corporate Identity Number (CIN) of the listed entity

L31901TN1984PLC011021

Question 2

Name of the listed entity

India Nippon Electricals Limited

Question 3

Year of incorporation

1984

Question 4

Registered office address

11 & 13, Patullos Road, Chennai - 600 002

Question 5

Corporate address

11 & 13, Patullos Road, Chennai - 600 002

Question 6

E-mail

investors@inel.co.in

Question 7

Telephone

044-2846 0063

Question 8

Website

<https://indianippon.com>

Question 9

Financial year for which reporting is being done

2023-2024

Question 10

Name of the Stock Exchange(s) where shares are listed

BSE Ltd, Mumbai and National Stock Exchange of India Limited, Mumbai

Question 11

Paid-up capital

₹ 11,31,07,120

Question 12

Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Name: Ms. S Logitha

Designation: Company Secretary

Telephone: 044 - 2846 0073

E-mail: logitha.s@inel.co.in

Question 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).

The disclosures made in this report are on a standalone basis.

Question 14

Name of assurance provider

Not Applicable

Question 15

Type of assurance obtained

Not Applicable

Products/services

Question 16

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

Description of main activity	Description of business activity	% of turnover of the entity
Manufacturing	INEL is a manufacturer within the automotive industry, specializing in producing cutting-edge electronic ignition systems, advanced mechatronic products including sensors and controllers.	100%

Question 17

Products/services sold by the entity (accounting for 90% of the entity's turnover):

S.no.	Product/service	NIC code	% of total turnover contributed
1	Stator	29304	7.6
2	Rotor	29304	5.2
3	Flywheel Magneto	29304	64.8
4	TCI	29304	1.4
5	CDI	29304	2
6	Regulator & Rectifiers	29304	7.6
7	Ignition Coil	29304	3.3
8	EGR Controller	29304	0.1
9	Integral Unit	29304	4
10	DC-DC Convertor	29304	1.5
11	Sensor	29304	1.2
12	Others	29304	1.3



Operations

Question 18

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



We have three manufacturing plants located in Hosur, Pondy, Rewari and a tech centre in Hosur. INEL's registered office is situated in Chennai.

Question 19

Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	28 States and 8 Union Territories
International (No. of countries)	11

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

5%

c. A brief on types of customers

INEL is one of the largest automotive electrical manufacturers in the world. We cater to two-wheeler, three-wheeler, general purpose engines, all terrain vehicles, snow mobiles, and recreational vehicles, among others.

Our major customers - TVS Motor Company Limited, Hero MotoCorp Limited and Bajaj Auto Limited.

Employees

Question 20

Details as at the end of financial year.

a. Employees and workers (including differently abled):

S.no.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Employees								
1.	Permanent (D)	370	338	91.351	32	8.649	0.0	0
2.	Other than permanent (E)	0.0	0.0	0	0.0	0	0.0	0
3.	Total employees (D + E)	370	338	91.351	32	8.649	0	0
Workers								
4.	Permanent (F)	220	176	80	44	20	0.0	0
5.	Other than permanent (G)	1,478	1,203	81.394	275	18.606	0.0	0
6.	Total workers (F + G)	1,698	1,379	81.213	319	18.787	0	0

b Differently abled employees and workers:

S. no.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Differently abled employees								
1.	Permanent (D)	1	0.0	0	1	100	0.0	0
2.	Other than permanent (E)	0.0	0.0	0	0.0	0	0.0	0
3	Total differently abled employees (D + E)	1	0	0	1	100	0	0
Differently abled workers								
4.	Permanent (F)	0.0	0.0	0	0.0	0	0.0	0
5.	Other than permanent (G)	0.0	0.0	0	0.0	0	0.0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0	0	0



Question 21

Participation/inclusion/representation of women

	No. and percentage of females		
	Total (A)	No. (B)	% (B/A)
Board of Directors	6	2	33.333
Key Management Personnel	3	1	33.333

Question 22

Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)				FY 2022-23 (Turnover rate in previous FY)				FY 2021-22 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent employee	13.29	15.69	0	13.47	20.71	33.33	0	21.62	22.53	55.32	0	25.00
Permanent workers	0	0	0	0	0	0	0	0	0	0	0	0

Holding, subsidiary and associate companies (including joint ventures)

Question 23

Names of holding/subsidiary/associate companies/joint ventures

S.no	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ subsidiary/associate company/joint venture	% of shares held by listed entity	Does the entity indicated at column (A), participate in the business responsibility initiatives of the listed entity? (Yes/No)
1	PT Automotive Systems Indonesia	Subsidiary	99.97	No
2	Lucas Indian Service Limited	Holding	0	No

CSR details

Question 24

CSR Details

Yes

₹ 726.03 cr

₹ 623.26 cr

- (i) Whether CSR is applicable as per Section 135 of Companies Act 2013: (Yes/No)

(ii) Turnover (in ₹)

(iii) Net worth (in ₹)

CSR contribution for 2023-24 is ₹ 95.96 lakhs

Transparency and Disclosures Compliances

Question 25

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://indianippon.com/policies/	0	0		0	0	
Investors (Other than shareholder)	Yes	https://indianippon.com/policies/	0	0		0	0	
Shareholders	Yes	Shareholders can lodge complaints by emailing at investors @inel.co.in or to the Registrar and Share Transfer Agent (RTA) who is principally responsible for managing the shares-related affairs by emailing at: investor @cameoindia.com	0	0		0	0	
Employees & workers	Yes	https://indianippon.com/policies/	7	0		2	0	
Customers	Yes	https://indianippon.com/policies/	0	0		0	0	
Value chain partners	Yes	https://indianippon.com/policies/	0	0		0	0	
Others (please specify here)	No							



Question 26

Overview of the entity's material responsible business conduct issues

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Social Responsibility (CSR)	Opportunity	Build trust with stakeholders. Attract socially conscious customers and investors.	NA	Elevated brand visibility and value via community and stakeholder engagement.
2	Employee Well-Being	Opportunity	Improved well-being can lead to better performance and higher quality of work and reduced absenteeism & employee turnover. Positive employee experience can lead to attraction of talent and improve the Company's reputation.	NA	Increase in efficiency, assisting in managing the employee cost.
3	Occupation Health and Safety Management	Risk	Safeguarding our workforce is a crucial component of our business strategy.	We have implemented ISO 45001 for Health and Safety Management System and certified for EOHS. A Weekly Safety Audit is carried out zone-wise by the Safety Team and work related hazards are identified. A Safety Committee meeting is conducted every alternate month and the members highlight safety concerns noticed by them. An external agency being engaged once in a year to make a overall safety study.	Zero fatality or loss of asset and adherence to legal compliance.
4	Data Security and Privacy	Risk	Inadequate information security and cyber framework to protect confidential and sensitive information from internal/external threats.	1. SIEM(Security Incident Event Management) study conducted, actions are identified and counter measures are implemented 2. An ISMS 27001 surveillance audit is conducted to ensure that no non-conformances are noticed with reference to ISMS standards 3. Cybersecurity awareness programmes are conducted through various forums	Effective cybersecurity control measures are in place



Section B

Policy and management processes

Question 1

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	Yes	Yes	No	No	Yes	No
c. Web link of the policies, if available	https://indianippon.com/policies/								

Question 2

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes								



Question 3

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)							Yes		

Question 4

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustmark) adopted by your entity and mapped to each principle.	IATF 16949: 2021	ISO45001: 2018		ISO14001: 2015		ISO9001: 2015			ISO27001: 2013

Question 5

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.				The Company is in the process of defining an overall ESG strategy with goals and targets on material issues.					

Question 6

Policy and management processes related questions

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along- with reasons in case the same are not met.							NA		

Governance, leadership and oversight

Question 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)

INEL understands the importance of nurturing the environment and taking proactive measures to ensure sustainable practices. Our Company's commitment to reducing our carbon footprint is reflected in the integration of eco-friendly technologies into our manufacturing processes. This has resulted in reduced energy consumption and emissions. We actively promote waste recycling and water conservation initiatives across our facilities and support reforestation programs. Additionally, we encourage our employees and stakeholders to participate in community-based environmental projects.

Question 8

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

Name: Mr. Arvind Balaji,

Designation: Managing Director

Question 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 or No?

No

The Managing Director and the President are responsible for decision-making on sustainability related issues.

Question 10

Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically/on a need basis by department heads/director/Board committees/Board members, wherever applicable.						The Company complies with all the applicable statutory requirements and rectifies, non-compliance, if any. This is reviewed by the Audit Committee	The policies of the Company are reviewed periodically/on a need basis by department heads/director/Board committees/Board members, wherever applicable.	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances							The Company complies with all the applicable statutory requirements and rectifies non-compliance, if any. This is reviewed by the Audit Committee		



Subject for review	Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Ongoing basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Quarterly and as & when required according to statutory requirements								

Question 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.

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carriedout independent assessment/evaluation of the working of its policies by an external agency?									
If yes, provide name of the agency							NA		ISMS policies and procedures were audited by independent agency by TUV Nord.

Question 12

If answer to question (1) of this section B is "No" i.e. not all principles are covered by a policy, reasons to be stated:

Question	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 formula te and implem ent the policies on specific d principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)							N.A		
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



Section C

PRINCIPLE 1

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

Question E1

Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Percentage coverage by training and awareness programmes

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	-	Nil	-
Key Managerial Personnel	2	ESG Roadmap, PoSH Awareness, Cybersecurity	100
Employees other than BoD and KMPs	31	Industry 4.0, Tryout Approval, Business Responsibility & Sustainability Reporting, Seminar on Quality 4.0, APQP, PPAP, VDA FMEA, SPC & MSA, GD&T, Cardiac Awareness, Obstetrics & Gynaecology, ERT, Fire Fighting, TQM, ISO Lead Auditors, Principles of Motion Economy, Indian Production System/IPC Standards, POSH, Safety, Environment, Health,	100
Workers	424	Soldering Training, PDI Operators Training, Stator Preparation, Measuring Gauges & Instruments, CNC, ERT, Fire Fighting, Obstetrics & Gynaecology, Skill Level Upgradation, POSH, Safety, Environment, Health	100



Question E2

Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

Details	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	All	Nil	Nil	NA	No
Settlement	All	Nil	Nil	NA	No
Compounding fee	All	Nil	Nil	NA	No

Non-Monetary

Details	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	All	Nil	NA	No
Punishment	All	Nil	NA	No

Question E3

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
NA	NA

Question E4

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. As a part of the Code of Conduct for all the employees, on discipline and misconduct, the Company states its anti-bribery policy as "Accepting bribe or illegal gratification, in any form, from anyone, in connection with the Company's business is considered violation". The policy emphasizes a zero tolerance approach towards corruption and bribery. The Company has appropriate internal controls to ensure that the Company or its employees do not engage in unethical practices. The Company conducts proactive reviews, audits and internal investigations to monitor compliance with the policy. The policy also provides information and guidance on how to recognize and deal with bribery and corruption issues. As a part of the training on the Code of Conduct, employees are also trained on Anti-Corruption and Anti-bribery topics. The web-link of such policies covered under the Code of Conduct and Business Ethics are available on the Company's website.

Question E5

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Question E6

Details of complaints with regard to conflict of interest:

Complaints	FY 2023-24 (Current financial year)		FY 2022-23 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0		0	
Number of complaints received in relation to issues of conflict of interest of the KMPs	0		0	

Question E7

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.

NIL



Question E8

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

Number of days of
accounts payables

101

FY 2023-24
(Current financial year)

82

FY 2022-23
(Previous financial year)

Question E9

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 (Current financial year)	FY 2022-23 (Previous financial year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	69.9	66.4
	b. Number of trading houses where purchases are made from	170	202
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	50.2	49.2
Concentration of sales	a. Sales to dealers/distributors as % of total sales	12	11
	b. Number of dealers/distributors to whom sales are made	118	91
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	43.8	45
Share of the RPTs in	a. Purchases (Purchases with related parties/Total purchases)	-	-
	b. Sales (Sales to related parties/Total sales)	360	314
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total investments made)	-	-

Question L1

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
14	14	54

Programmes FY-23-24

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Cost of Poor Quality 2. Customer Specific Requirement 3. Delivery Improvement 4. IATF 16949 Standard 5. VDA 6.3 Standards 6. Failure Mode Effects Analysis 7. Best Shopfloor Practices for Indian MSME's | <ol style="list-style-type: none"> 8. Stores Management 9. Risk Management 10. Living 'Zero Defect' Quality 11. Total Employee Involvement 12. Request for Quote process 13. Stress Management 14. Principles of Motion Economy |
|---|--|

Question L2

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

Yes, the Company has in place a 'Policy on Related Party Transactions', which is applicable to our Board members. Transactions with the Board members or any entity in which such Board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested Directors abstain themselves from the discussions at the meeting.



PRINCIPLE 2

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

Question E1

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	0	0	Nil
Capex	1.2	6.4	Nil

Question E2

Sustainable Sourcing

a

Does the entity have procedures
in place for sustainable sourcing?

Yes

b

If yes, what percentage of inputs
were sourced sustainably?

75%

Question E3

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.

All our products are supplied to original equipment manufacturer. Hence the scope of disposal of such materials after end of life is taken care by OEMs.

Question E4

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

Yes. We have applied for EPR with Central Pollution Control Board and it is currently under consideration.

Question L1

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

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.
----------	-------------------------	---------------------------------	--	---	--

This is not applicable as our products are assembled with an Engine/Vehicle and the Life Cycle Assessment of the Engine/Vehicle is dealt by customers.

Question L2

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

Name of product/service	Description of the risk/concern	Action taken
		NIL

Question L3

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 (Current financial year)	FY 2022-23 (Previous financial year)
	NIL	

Question L4

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:

Waste Type	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Re-Used	Recycled	Safely disposed	Re-Used	Recycled	Safely disposed

All our products are supplied to OEMs and hence reclaim/recycle/reuse will be under their scope.



Question L5

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Packing materials	0.025
Copper	0.315
Aluminium	0.08
Steel	0.103
Plastic	0.012

Apart from packaging materials copper, aluminium, steel and plastics are part of our products. The above items reclaimable value is calculated with Total sales turnover.



**PRINCIPLE 3**

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

Question E1**Well-being of employees and workers:****a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	338	338	100	338	100	0.0	0	0.0	0	0.0	0
Female	32	32	100	32	100	32	100	0.0	0	32	100
Other	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	370	370	100	370	100	32	8.649	0.0	0	32	8.649
Other than permanent employees											
Male	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Female	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Other	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

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

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	176	176	100	176	100	0.0	0	0.0	0	0.0	0
Female	44	44	100	44	100	44	100	0.0	0	44	100
Other	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	220	220	100	220	100	44	20	0.0	0	44	20
Other than permanent employees											
Male	1203.0	1096	91.106	1203	100	0.0	0	0.0	0	0.0	0
Female	275.0	250	90.909	275	100	275	100	0.0	0	275	100
Other	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
Total	1478	1396	91.746	1356	100	275	18.606	0.0	0	275	18.606



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



All female employees and workers are extended with maternity benefit and day care facilities as and when required.

Question E2

Details of retirement benefits, for current FY and previous financial year.

Benefits	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100.0	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Superannuation	9	0	Y	9	0	Y

Superannuation is an additional benefit extended to employees as part of their CTC.

Question E3

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, we have implemented requirements of the rights of persons with disabilities in one of our facilities.

Question E4

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.

No. However in practice we are ensuring the equal opportunity as per the rights of the persons with disabilities Act 2016

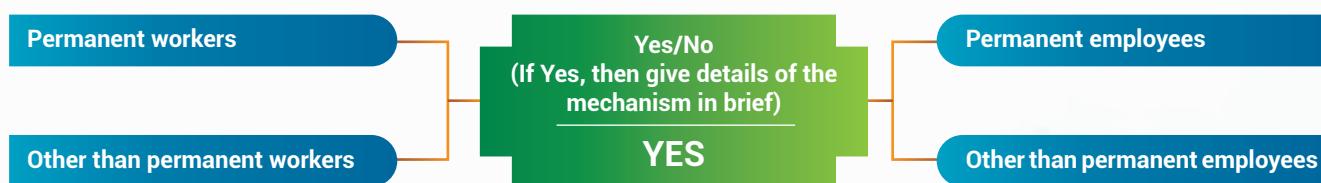
Question E5

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100	100	100	100
Other	-	-	-	-
Total	-	-	-	-

Question E6

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.



- 1) **Whistle Blower Policy:** We are engaging a professionally managed external agency where any employee can raise their concern through e-mail/phone and the same is resolved as per the defined process.
- 2) **Voice of The Employees (VOTE):** HR will meet all the employees as per the schedule, understand their issues and provide appropriate solution.
- 3) **Trade Union:** We have registered/recognized Trade Unions functioning within the Company. The Union office bearers regularly interact with HR managers and amicably settle their grievances.
- 4) **Monthly Gemba Meetings:** The HR department addresses the above category of workers every month, understands their concerns and addresses them appropriately
- 5) **PoSH:** The Committee meets every month, discuss the issues arising out of women employees and resolve them appropriately.



Question E7

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

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	370	-	-	342	-	-
Male	338	-	-	316	-	-
Female	32	-	-	26	-	-
Other	-	-	-	-	-	-
Total permanent workers	220	220	100	228	228	100
Male	176	176	100	184	184	100
Female	44	44	100	44	44	100
Other	-	-	-	-	-	-

Question E8

Details of training given to employees and workers:

Category	FY 2023-24 (Current financial year)				FY 2022-23 (Previous financial year)					
	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	338	25	7.396	310	91.716	316	30	9.494	285	90.19
Female	32	6	318.75	28	87.5	32	15	46.875	27	84.375
Other	0.0	0.0	0	0.0	0	0	0	0	0	0
Total	370	31	8.378	338	91.351	348	45	12.931	312	89.655
Workers										
Male	1379	1106	80.20%	1124	81.51%	1256	790	62.90%	1089	86.70%
Female	319	224	70.22%	118	36.99%	288	160	58.33%	120	41.67%
Other	0.0	0.0	0	0.0	0	0	0	0	0	0
Total	1698	1330	78.33%	1242	73.14%	1544	958	62.05%	1209	78.30%

All new joinees are provided training on health and safety during the orientation. Emergency mock drills are conducted every six months, which have not been covered above.

Question E9**Details of performance and career development reviews of employees and worker.**

Category	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	338	338	100	316	316	100
Female	32	32	100	32	32	100
Other	0.0	0.0	0	0	0	0
Total	370	370	100	348	348	100
Workers						
Male	176	176	100	184	184	100
Female	44	44	100	44	44	100
Other	-	-	-	-	-	-
Total	220	220	100	228	228	100

Question E10**Health and safety management system:**

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

Yes. We have implemented the standards of ISO 14001 for Environmental Management System and ISO 45001 for Health and Safety Management System and certified for EOHS.

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

- 1) Zone-wise weekly Safety Audits are carried out by the Safety Team and work-related hazards are identified.
- 2) A Safety Committee meeting is conducted every alternate month and the members highlight safety concerns noticed by them.
- 3) An external agency is engaged once in a year to conduct an overall safety study.

All safety hazards are identified in the above manner and actions are reviewed in the weekly/monthly review by the leadership team.

- c **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes.

- 1) We have a Safety Committee consisting of workers. This Committee reviews the safety issues once in two months and addresses all the issues, thereby alleviating such risks.
- 2) We have a practice of tracking near-miss and unsafe working conditions.
- 3) Employees are encouraged to participate in safety-related suggestions and competitions.



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

Yes, we have tie-ups with nearby hospitals for non-occupational health services to all our employees. An Annual Master Health check-up facility is extended to employees and appropriate medication is administered.

Question E11

Details of safety related incidents, in the following format: *Including in the contract workforce

Safety Incident/Number	Category*	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	149.58
	Workers	9.68	63.88
Total recordable work- related injuries	Employees	0	1
	Workers	1	2
No. of fatalities	Employees	0.0	0
	Workers	0.0	0
High consequence work- related injury or ill-health (excluding fatalities)	Employees	0.0	0
	Workers	0.0	0

Question E12

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

All employees are educated the importance of safe work practices. A simulation-based training is offered to help them understand the importance of wearing Personal Protective Equipment (PPE). Emergency Mock drills and Fire safety demonstrations are conducted every six months. Further.

- 1) Weekly Safety Audits are carried out zone-wise by the Safety Team and work-related hazards are identified. All machines are equipped with safety curtains which prevent employees from work-related injuries
- 2) A Safety Committee meeting is conducted every alternate month and the members highlight safety concerns noticed by them
- 3) External agency being engaged once in a year to prepare an overall safety study
- 4) Employees are rewarded for the safety-related suggestions/improvements
- 5) As per the various guidelines, health check-ups are carried out periodically
- 6) An annual health check-up is carried out for all employees

All safety hazards are identified in the above manner and actions are reviewed on a weekly basis by the leadership team

Question E13

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

	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0		0	0	
Health & safety	0	0		0	0	

Question E14

Assessments for the year:



EOHS audits are carried out periodically, which cover the working conditions & health and safety practices. Further, 'Work Permit' and 'HIRA' is being carried out.

We have implemented Safety and working condition practices in line with the ISO 14001:2015/ISO 45001:2018 standards.

Question E15

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.

We have established a mechanism for taking corrective action for all the accidents/incidents//near misses. This has been reviewed by our senior leadership team during a weekly review meeting.

Verification of safety curtain before start of operation - Part of Routine Maintenance Check

Question L1

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).

Yes. We have the following provisions in this regard:

- 1) Group Personal Accident Policy (24-hours) - for all category of employees including workers
- 2) Apart from the above, we have an internal policy that, in the event of death of any employee and workers, all the employees would contribute 1-day's gross wages, while the management would contribute twice the contribution of the employees

Question L2

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

The Company has implemented a system to ensure statutory dues are deducted and disposed by the value chain partners. This is done by verifying the invoices submitted by vendors and contractors. In case of delay, the Company advises the vendors and contractors suitably.



Question L3

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Employees	0	0	1	0
Workers	1	0	2	0

Question L4

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

Question L5

Details on assessment of value chain partners:



Question L6

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.

Currently, the compliance requirements in this regard are met by all our suppliers.

**PRINCIPLE 4**

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

Question E1**Describe the processes for identifying key stakeholder groups of the entity.**

Key stakeholders are identified on the basis of their material influence on the Company or on how they are impacted by the Company's corporate decisions and the consequences of those decisions.

Through this mechanism, the Company has currently identified following internal and external stakeholder groups: Customers, Employees, Workers, Investors and Community.

Question E2**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
Customers	No	Conferences, customer meets, plant visits and surveys	Regularly	Product information, sales service and grievance redressal
Employees	No	1. Mail communication, WhatsApp group, workshops, online portals, employee surveys. 2. One-on-one interactions 3. Employee engagement team building 4. Townhall meeting 5. Notice board	Periodically	1. Inform important advancements in the Company. 2. Help the employees expand their knowledge in the industry. 3. Get employee feedback and resolving their issues.
Workers	No	Notice board, townhall meeting	Periodically	Getting feedback and resolving their issues.
Community	Yes	Community engagement through CSR activities, meeting local people in and around the operating sites	Periodically	CSR community engagement
Shareholders/ Investors	No	1. Annual report 2. Investor presentations 3. Corporate website 4. Quarterly & annual results 5. Social media/newspaper publication 6. Intimation to stock exchange	Annually, periodically and quarterly	Sharing of key updates, results, management comment on the progress of the Company including financial and non-financial disclosures
Suppliers	No	Email, One on One interactions, Virtual Meetings.	Periodically	NPD, QCD, Tech shows



Question L1

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

The management routinely engages with essential stakeholders such as investors, customers, channel partners, and analysts to convey strategies and performance updates. These interactions are primarily managed by responsible business functions. Subsequently, pertinent issues and feedback are deliberated upon with the appropriate Board committees.

Question L2

Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. In 2022, Government of Tamil Nadu proposed a scheme called 'Kurungadukal' (Development of Mini Forest) towards environmental sustainability. We have developed the same in our Hosur factory premises, as directed by the Tamil Nadu Pollution Control Board, Hosur.

Question L3

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

The Company's CSR initiatives focus on various aspects of society engagement. The Company has been able to deliver significant value through its CSR initiatives. The CSR strategy is approved and periodically reviewed by the CSR Committee of the Board and believes in Optimizing Impact on Communities and Beneficiaries. Constructed a Community Hall for vulnerable groups in Sarandapalli village, Hosur. The hall is being used for children's education and self-help group activities.



PRINCIPLE 5

Businesses should respect and promote human rights

Question E1

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

Category	2023-24 Current financial year			2022-23 Previous financial year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	370	81	21.892	378	85	22.487
Other than permanent	0.0	0.0	0	0	0	0
Total employees	370	81	21.892	378	85	22.487
Workers						
Permanent	220	0	0	228	0	0
Other than permanent	1,478.0	1,478	100	1,316	1,316	100
Total workers	1,698	1,478	87.044	1,544	1,316	85.233

Question E2

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

Category	2023-24				2022-23					
	Current financial year				Previous financial year					
	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	370	0.0	0.0	370	100	376	0	0	376	100
Male	338	0.0	0.0	338	100	332	0	0	332	100
Female	32	0.0	0.0	32	100	44	0	0	44	100
Other	0.0	0.0	0.0	0.0	0	0	0	0	0	0
Other than permanent	0.0	0.0	0.0	0.0	0	0	0	0	0	0
Male	0.0	0.0	0.0	0.0	0	0	0	0	0	0
Female	0.0	0.0	0.0	0.0	0	0	0	0	0	0
Other	0.0	0.0	0.0	0.0	0	0	0	0	0	0



Category	2023-24					2022-23				
	Current financial year					Previous financial year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
Workers										
Permanent	220	0.0	0.0	220	100	228	0	0	228	100
Male	176	0.0	0.0	176	100	184	0	0	184	100
Female	44	0.0	0.0	44	100	44	0	0	44	100
Other	0.0	0.0	0.0	0.0	0	0	0	0	0	0
Other than permanent	1478.0	600.0	40.595	878.0	59.405	1316	520	39.514	796	60.486
Male	1203.0	442.0	36.741	761.0	63.259	1067	400	37.488	667	62.512
Female	275.0	158.0	57.455	117.0	42.545	249	120	48.193	129	51.807
Other	0.0	0.0	0.0	0.0	0	0	0	0	0	0

Question E3

Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
 Board of Directors (BoD)	4	16,72,500	2	13,32,500
 Key Managerial Personnel	02	1,91,83,713	1	Nil - Remuneration is paid by Holding Company
 Employees other than BoD and KMP	346	7,72,850	32	5,49,072
 Workers	176	9,03,228	43	5,09,125

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



Question E4

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. The Business Head and the HR Head are authorized to handle/address human rights impacts or issues caused or contributed by the business.

We have constituted a Safety Committee, Ethics Committee, POSH Committee and Trade Union, through which we receive complaints/concerns and address them appropriately.

Question E5

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

The Business Head and the HR Head are authorized to handle grievances related to human rights issues.

Question E6

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

	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Filed during the year	Pending resolution at end of year	Remarks	Filed during the year	Pending resolution at end of year	Remarks
Sexual harassment	2	0	Both complaints were enquired and disposed	0	0	
Discrimination at workplace	0.0	0.0		0	0	
Child labour	0.0	0.0		0	0	
Forced labour/ Involuntary labour	0.0	0.0		0	0	
Wages	0.0	0.0		0	0	
Other human rights related issues	0.0	0.0		0	0	

Question E7

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees/workers	0.63	0
Complaints on POSH upheld	2	0



Question E8

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

Our POSH policy provides protection to the complainant to come out of facts and prevent retaliation. During the enquiry process, we inform the alleged person not to discuss about the complaint/complainant to any person, till the completion of the enquiry proceedings.

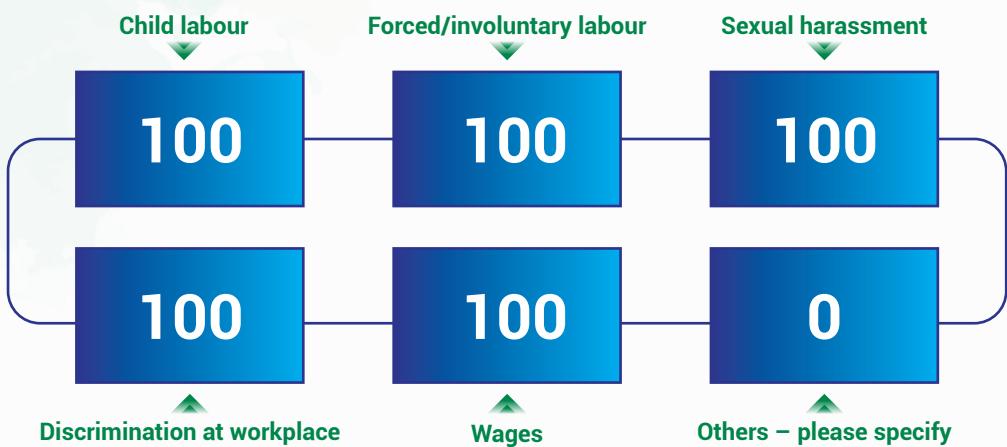
Question E9

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

Yes.

Question E10

Assessments for the year:



Question E11

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

No such incidents/observations/concerns were reported during any assessment on the above parameters.

Question L1

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

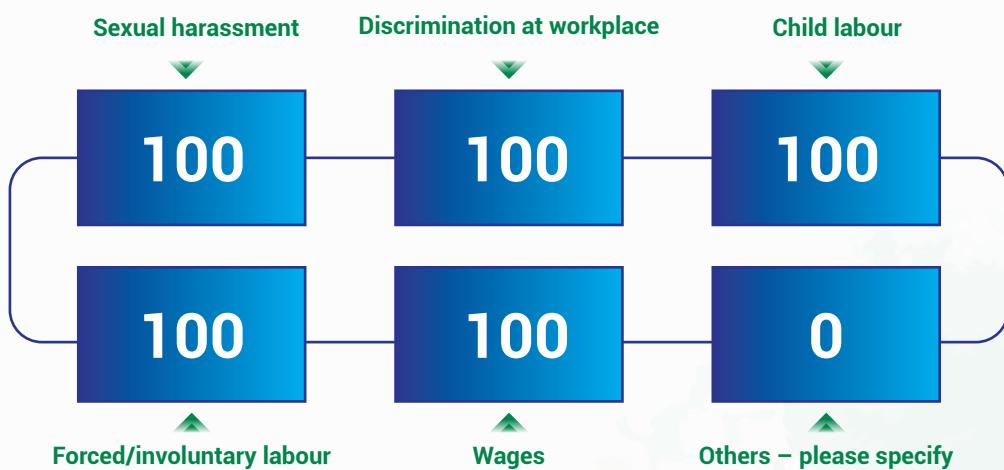
Does not arise.

Question L2**Details of the scope and coverage of any human rights due-diligence conducted.**

Necessary due-diligence will be carried out in the coming years.

Question L3**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. We have made one of our facilities in line with the expectations under the Rights of Persons with Disabilities Act. We are making an attempt to create such facilities in other units as well.

Question L4**Details on assessment of value chain partners:****Question L5****Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

Currently, all corrective actions in this regard are met by the suppliers.



PRINCIPLE 6

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

Question E1

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Unit of reporting
From renewable sources			
Total electricity consumption (A)	14,183	12,372	GJ
Total fuel consumption (B)	-	-	
Energy consumption through other sources (C)	-	-	
Total energy consumed from renewable sources (A+B+C)	14,183	12,372	GJ
From non-renewable sources			
Total electricity consumption (D)	18,925	18,230	GJ
Total fuel consumption (E)	4,040	6,211	GJ
Energy consumption through other sources (F)	-	-	
Total energy consumed from non-renewable sources (D+E+F)	22,965	24,441	
Total energy consumed (A+B+C+D+E+F)	37,148	36,813	GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	5.13	5.63	GJ
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	-	-	KJ/rupee
Energy intensity in terms of physical output	-	-	
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	

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

Yes/No

No

Additional Information (Optional)

Not Applicable

Question E2

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.

None of the facilities of the Company are identified as 'Designated Consumer' under the PAT scheme.

Question E3

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Unit of reporting
Water withdrawal by source (in kilolitres)			
i) Surface water	-	-	-
ii) Ground water	44,353	45,352	KL
iii) Third party water	4,577	3,519	KL
iv) Seawater/desalinated water	-	-	-
v) Others	-	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	48,930	48,871	KL
Total volume of water consumption (in kilolitres)	20,302.73	23,637.82	KL
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.00000279	0.00000361	k liter/ rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	-	-	-
Water intensity in terms of physical output	-	-	-

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

Yes/No

No

Additional Information (Optional)

NA



Question E4

Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Specify the level of treatment for with treatment discharge
(i) To surface water	-	-	-
No treatment	-	-	-
With treatment	-	-	-
(ii) To groundwater	-	-	-
No treatment	-	-	-
With treatment	-	-	-
(iii) To seawater	-	-	-
No treatment	-	-	-
With treatment	-	-	-
(iv) Sent to third-parties	-	-	-
No treatment	-	-	-
With treatment	-	-	-
(v) Others	28627.27	25233.18	Through STP & ETP
No treatment	-	-	-
With treatment	28627.27	25233.18	Through STP & ETP
Total water discharged (in kilolitres)	28,627.27	25,233.18	-

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

Yes/No

No

Additional Information (Optional)

NA

Question E5

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

Yes. All our plants comply with zero liquid discharge norms. We have installed STPs in all our facilities and an ETP facility at our Hosur factory.

Question 6

Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify the unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

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

Yes/No

No

Ambient Air Quality monitoring is carried out by the following laboratories once in six months as stipulated by the State Pollution Control Boards and it is meeting the prescribed norms. Nawal Labs, Hosur, Chennai Mettex Lab, Puducherry, Universal Analytical Lab, Rewari. Quantitative data will be measured and presented in the subsequent report.



Question E7

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

Parameter	Please specify the unit	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,828	626
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,764	3,626
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	KGs of CO ₂ equivalent	0.00077	0.00065
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

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

Yes/No

No

Question 8

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

We have introduced LED lighting systems for the entire factory and have Solar PV power plants at all our facilities. We are also procuring renewable wind power through a Power Purchase Agreement leveraging the discom's open access facility.

Question E9

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Unit of reporting
Total waste generated (in metric tonnes)			
Plastic waste (A)	32.37	31.14	metric Ton
E-waste (B)	2.41	5.47	metric Ton
Bio-medical waste (C)	0.11	0.382	metric Ton
Construction and demolition waste (D)	0	0	-
Battery waste (E)	0.15	0.12	-
Radioactive waste (F)	0	0	-
Other hazardous waste. Please specify, if any. (G)	24.6	29.89	metric Ton
Other non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	482.5	381.37	metric Ton
Total (A + B + C + D + E + F + G + H)	542.14	448.372	metric Ton
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.748	0.685	metric Ton/₹ Cr.
Total waste generated (in metric tonnes)			
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	-	-	-
Waste intensity in terms of physical output	-	-	-
Waste intensity (optional)– the relevant metric may be selected by the entity	-	-	-
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	515.05	412.6	metric Ton
(ii) Re-used	0.0		
(iii) Other recovery operations	27.09	35.772	metric Ton
Total	542.14	448.372	metric Ton



Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)	Unit of reporting
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	0	0	
(ii) Landfilling	0	0	
(iii) Other disposal operations	542.14	448.37	metric Ton
Total	542.14	448.37	metric Ton

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

Yes/No

No

Question E10

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.

Practices adopted for waste management:-

1. Authorised scrap dealers are identified by E-Auction & Contract is made with the dealer.
2. Plastic & other non-hazardous wastes are disposed through authorized recyclers.
3. E-waste & hazardous wastes are disposed through authorized vendors.
4. Proper containers are used while handling waste.
5. Encouraging employees to participate in 'Waste Reduction Kaizen' programs & implement the same.

Strategy adopted to reduce use of hazardous & toxic chemicals:-

1. Installation of recovery machine for Solder Dross to reduce the disposal quantity
2. Introduction of welding in place of soldering.
3. Installation of part sensor detector in varnish and adhesive dispensing area.
4. Reduction in the consumption of adhesives by modifying the tube-type dispenser (Manual application) to Cartridge type (auto application)

Practices adopted to manage hazardous waste:-

1. Dedicated storage area for hazardous wastes
2. Regular disposal of hazardous waste through authorized recycler

Question E11

If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any
---------	--------------------------------	--------------------	---	--

Not Applicable

Additional Information (Optional)

Not Applicable

Question E12

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

Name and brief details of project	EIA notification no.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
-----------------------------------	----------------------	------	---	--	-------------------

Not Applicable

Additional Information (Optional)

The necessity for EIAs did not arise during the reporting period.

Question E13

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

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

Nil

Additional Information (Optional)

Yes.



Question L1

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 (ii) Nature of operations (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Name of the area	NA	NA
Nature of operations	NA	NA
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed/turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

Not Applicable



Question L2

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

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

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

In our Company, emissions as mentioned in Scope 3 are not calculated presently. We are in the process of collecting data on the same and it would be reported in the coming years

Question L3

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.



Question L4

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

S . no	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
01.	Installed Wet Scrubber System	In the FBC process, the EPOXY powder with 2- micron and above in size is filtered through a fine filter bag and then collected and reused. Powder particles of less than 2-micron are collected through wet scrubber and disposed of as hazardous waste.	<ol style="list-style-type: none"> Achieved powder-free environment Reduced air pollution Reduced resource by reusing filtered EPOXY powder.
2.	Lead free soldering wire	We have introduced a Lead-Free Soldering Wire in our soldering process in more than 85% of the area.	Improve employee health and preserve environmental pollution
3.	Electro static filter	In-wave soldering (Surface Mounting Technology), we have introduced the Electro Static Filter.	This technology helps us to reduce fume with flex at 95%
4.	Fume killer	We have started implementing Fume Killer in 8-soldering stations.	95% of the fume is killed
5.	Effluent treatment plant (ETP)	The polluted water is being treated and reused.	Zero liquid discharge
6.	Solar and LED lighting system, rain water harvesting	Lighting, established pond.	Energy saving and water conservation

Question L5

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

We have well documented on-site emergency plan, that covers

- 1) Emergency Response Team
- 2) Fire Fighting Team
- 3) First Aiders and Ambulance Services
- 4) An Emergency Mockdrill is conducted once in six months to make employees aware of what is to be done in an emergency situation, so that people, plants and machinery are protected.

Question L6

Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No adverse impact.

Question L7

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

We assessed 75% of our major suppliers for their environmental impact.



PRINCIPLE 7

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

Question E1

Trade Affiliations

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

6

- 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.

**Reach of trade and industry chambers/associations
(State/National)**

NATIONAL

Name of the trade and industry chambers/associations

Confederation of Indian Industry (CII)

Society of Indian Automobile Manufacturers (SIAM)

Automotive Research Association of India (ARAI)

Automobile Components Manufacturers Association (ACMA)

Industrial Waste Management Association

National Safety Council (NSC)

Question E2

Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
	Nil	

Additional Information (Optional)

No such orders were received by the Company.

Question L1

Details of public policy positions advocated by the entity:

S. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others – please specify)	Web Link, if available
			Nil		

Additional Information (Optional)

The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Question E1

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

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

Additional Information (Optional)

No project was undertaken which required Social Impact Assessment (SIA) as per the applicable laws.

Question E2

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

S. no.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

Additional Information (Optional)

Not Applicable

Question E3

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

Some of our employees are living in and around our factories. They approach us for their larger community requirements. Further, we interact with the local Panchayat President and address any of the community requirements under CSR initiatives. In the recent past, we have taken up some of the projects like drainage facility, road laying and constructed water tank.

Question E4

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Directly sourced from MSMEs/small producers	50	50
Directly from within India	84	85



Question E5

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.

FY 2023-24 (Current financial year)	Location	FY 2022-23 (Previous financial year)
35	Rural	35
0	Semi-urban	0
62	Urban	63
3	Metropolitan	2

Question L1

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

Details of negative social impact identified	Corrective action taken
	Not Applicable

Question L2

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

S. no.	State	Aspirational district	Amount spent (In INR)
			NIL

Question L3

Procurement Policy

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

No

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

NA

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

NA

Question L4

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

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

Question L5

Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
		NIL

Question L6

Details of beneficiaries of CSR Projects:

S. no.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Construction of Compound Wall in Govt High School, Salivaram, Denkanikottai.	189	100
2	4 Nos. of Writing Board for Government School, Devaganapalli.	52	75
3	Construction of Classrooms at Panchayat Union School, Pallalakuppam	100	100
4.	Renovation of 3 Classrooms at Sr. Secondary School, Masani	153	100
5.	Renovation of Anganwadi Kendra, Dungarwas	80	100
6.	Smart Classroom and Upgradation of Library at Govt Higher Secondary School, Madukarai	220	100
7.	RO Plant and Lab Equipment for Community Health Centre, Karikalambakkam	500	100
8.	Bitumen road work at Uliveeranapalli.	500	100

**PRINCIPLE 9**

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

Question E1

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

Customer complaints are received and responded through emails as applicable.

There is a key account manager assigned to each customer and they are responsible for tracking and resolving every complaint.

Question E2

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

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

Additional Information (Optional)

INEL manufactures products as per the specification of customers and are directly supplied to the OEMs. The Company has limited scope in providing information about environmental and social parameters relevant to the product, its safe and responsible usage, and recycling and/or safe disposal

Question E3

Number of consumer complaints in respect of the following:

	FY 2023-24 (Current financial year)			FY 2022-23 (Previous financial year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber- security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive trade practices	Nil	Nil		Nil	Nil	
Unfair trade practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

Additional Information (Optional)

Nil

Question E4

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

Type of recalls	Number	Reasons for recall
Voluntary recalls	No recalls	No recalls
Forced recalls	No recalls	No recalls

Additional Information (Optional)

We have not had any instances of recall on account of product safety.

Question E5

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

Yes .

As per ISO 27001: 2013, we are following all IS and cybersecurity policies.

Question E6

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.

The Company hasn't received any complaints calling for corrective actions.

Question E7

Provide the following information relating to data breaches:

a. **Number of instances of data breaches**

No data breaches.

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

NA

c. **Impact, if any, of the data breaches**

NA



Question L1

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

Information related to products and other services can be accessed from the following website: <https://indianippon.com/>

Question L2

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

The Company's products are designed and manufactured to customer specifications and supplied accordingly. Hence, the need for educating customers on safe and responsible usage of products does not arise.

Question L3

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

Since we are supplying to the OEMs directly, any risk of disruption or discontinuation of essential services to end consumer is taken care by OEMs

Question L4

Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable

