

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29128KA2008PLC045825
2.	Name of the Listed Entity	Kaynes Technology India Limited
3.	Year of incorporation	28 March, 2008
4.	Registered office address	23-25, Belagola Food Industrial Area, Metagalli P.O., Mysuru - 570 016 Karnataka, INDIA
5.	Corporate address	23-25, Belagola Food Industrial Area, Metagalli P.O., Mysuru - 570 016 Karnataka, INDIA
6.	E-mail	Kaynestechcs@kaynestechtechnology.net
7.	Telephone	+91 821 2582595
8.	Website	www.kaynestechtechnology.co.in
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11.	Paid-up Capital	₹ 581,424,960
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rajesh Sharma +91 821 2582595 rajesh.sharma@kaynestechtechnology.net
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Electronics Manufacturing Services	Electronics System Design and Manufacturing (ESDM)	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of bare printed circuit boards, loading of components onto printed circuit boards; manufacture of interface cards	261	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	2	13
International	0	0	0

*Includes two service stations

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17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	26

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

9.58%

c. A brief on types of customers

Dedicated to B2B excellence, our group delivers specialised solutions to an array of industries. Our valued clientele spans Automotive, Industrial, Railways, Aerospace & Defence, Medical and Consumer/IoT sectors. With a deep understanding of diverse challenges, we provide tailored services to empower businesses and foster growth.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	603	464	76.95%	139	23.05%
2.	Other than Permanent (E)	1	1	100%	0	-
3.	Total employees (D + E)	604	465	76.99%	139	23.01%
WORKERS						
4.	Permanent (F)	1,434	1,033	72.04%	401	27.96%
5.	Other than Permanent (G)	828	487	58.82%	341	41.18%
6.	Total workers (F + G)	2,262	1,520	67.20%	742	32.80%

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0			-	
2.	Other than Permanent (E)	0				
3.	Total differently abled employees (D + E)	0				
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0			-	
5.	Other than permanent (G)	0				
6.	Total differently abled workers (F + G)	0				

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00%
Key Management Personnel	2	1	50.00%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	2022-23 (Turnover rate in current FY)			2021-22 (Turnover rate in previous FY)			2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39.82%	51.85%	42.67%	40.05%	51.96%	43.13%	28.69%	42.34%	32.38%
Permanent Workers	104.33%	66.95%	94.03%	65.21%	57.88%	62.98%	51.70%	57.24%	53.66%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

Sl. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Kemsys Technologies Private Limited	Subsidiary	100.00%	No
2	Kaynes Electronics Manufacturing Private Limited	Subsidiary	100.00%	No
3	Kaynes International Design & Manufacturing Private Limited	Subsidiary	95.20%	No
4	Kaynes Embedded Systems Private Limited	Subsidiary	60.00%	No
5	Kaynes Technology Europe GmbH	Subsidiary	60.00%	No

VI. CSR Details**22.**

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	10,866 mn
(iii) Tangible Net worth (in ₹)	8,829 mn

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VII. Transparency and Disclosures Compliances

23. 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)	2022-23 Current Financial Year			2021-22 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 Web-link	0	0	-	0	0	-
Investors (other than shareholders)	Yes Web-link	896	0	IPO-related grievances	0	0	
Shareholders	Yes Web-link	0	0	-	0	0	
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

24. 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

Sl. 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	Waste management	Risk	Inadequate waste management poses risks to electronics manufacturing companies, including regulatory non-compliance, reputational damage, increased operational costs and environmental impact. Improper handling and disposal of waste materials can lead to pollution, legal liabilities and negative public health, impacting the Company's performance and sustainability.	To effectively manage waste and hazardous materials, we implement measures to address present and future risks, mitigating environmental impact through proper disposal and containment. We also adopt eco-friendly materials, optimise consumption and closely monitor usage for a sustainable approach.	Negative

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Sl. 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)
2	Community wellbeing	Opportunity	Community well-being presents an opportunity for electronics manufacturing companies to build strong relationships, enhance brand reputation and foster long-term sustainability. Engaging in initiatives that support local communities, such as education, job creation and social welfare programmes, can create positive social impact and contribute to a thriving business ecosystem.		Positive
3	Business Ethics and governance	Risk	Lack of business ethics, integrity and proper governance poses risks to electronics manufacturing companies, including damage to reputation, legal consequences, loss of stakeholder trust and financial losses. Engaging in unethical practices, such as bribery or fraud, can lead to legal disputes, regulatory penalties and erosion of the Company's credibility and long-term viability.	At Kaynes Technology, we place a paramount emphasis on business ethics and governance, recognising its crucial role in driving sustainable business performance and promoting transparency. To uphold these values, we have implemented several mechanisms and policies, such as the code of conduct, risk management policy, Board Diversity policy and Related Party Transactions policy. These policies work together to govern and ensure ethical practices throughout the Company, fostering a culture of integrity and responsible decision-making.	Negative
4	Material sourcing efficiency	Risk	Inefficient material sourcing poses risks to electronics manufacturing companies, including supply chain disruptions, increased costs, reputational damage and environmental impact. Reliance on non-sustainable or unreliable sources can result in material shortages, price fluctuations, ethical concerns and failure to meet stakeholder expectations for responsible sourcing, affecting the Company's operations and competitiveness.	The rationale behind material sourcing efficiency and building an efficient supply chain is to ensure a smooth production function and meet customer demands effectively. These efforts have a significant impact on the overall business, as they lead to streamlined operations, reduced costs and enhanced customer satisfaction, ultimately contributing to the Company's success and growth.	Negative

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Sl. 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)
5	Product design and Lifecycle management	Risk	Inadequate product design and lifecycle management pose risks to electronics manufacturing companies, including product failures, market rejection, legal liabilities and negative environmental impact. Poorly designed products, insufficient quality control and lack of end-of-life planning can lead to safety issues, customer dissatisfaction and non-compliance with regulations, jeopardising the Company's reputation and financial success.	To effectively manage use of hazardous materials, we implement measures to address present and future risks, mitigating environmental impact through gradually adopting eco-friendly materials, optimising consumption and closely monitoring usage for a sustainable approach.	Negative
6	Data Privacy and Cybersecurity	Risk	Inadequate IT security infrastructure and procedures can result in data security and integrity issues. However, we closely monitor critical aspects like access controls, physical security and logical security to ensure comprehensive protection.	As per the risk management roadmap, necessary actions are implemented to mitigate the adverse effects of actual or potential threats.	Negative
7	Customer Satisfaction	Opportunity	The significance of customer satisfaction lies in elevating our Net Promoter Score (NPS), which directly correlates with improved customer loyalty and advocacy. By prioritising customer satisfaction, we cultivate a loyal customer base who are more likely to recommend our products and services to others.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	ISO 9001:2015; IATF 16949:2016; ISO/TS 22163:2017; AS 9100 REV D; ISO 13485:2016; Nadcap AC 7120 & AC 7121; AS 9110; ACE; IRIS Certification; ANSI certification	ISO 45001:2018; SA 8000:2014	No	SA 8000:2014	ISO 14001:2015	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Embracing a sustainable future, Kaynes is dedicated to integrating environmental and social responsibility into its operations. We aim to achieve our sustainability goals by reducing our carbon footprint, promoting green energy, responsible resource management and fostering a culture of sustainability throughout our organisation, making a positive impact on the world we live in.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								

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Governance, leadership and oversight

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

At Kaynes Technology, success as a technology-driven enterprise is entwined with the well-being of communities and cherished environment. As conscientious corporate citizens, we embrace ESG principles, proudly presenting our Business Responsibility Report.

Our corporate philosophy prioritises community care. Through education and skill development, we empower individuals to contribute meaningfully, benefitting both the Company and community.

Health and wellness are paramount in nurturing thriving societies. Our comprehensive programmes promote employee well-being and support neighbouring communities' healthcare needs.

Environmental sustainability is central to our operations. Committed to biodiversity conservation, we minimise impact on delicate ecosystems through energy and water conservation.

Aligned with ESG targets, we aim to elevate contributions to community and environment. Our achievements showcase united efforts and unwavering support. We're dedicated to continuous improvement and innovation.

In conclusion, Kaynes believes in flourishing communities and a healthy environment for ethical practices and long-term success. Our Business Responsibility Report reflects firm dedication to ESG principles, forging a brighter, sustainable future together.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajesh Sharma, Chief Executive Officer, Kaynes Technology India Limited
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.	No. We are currently in the process of implementing an inclusive Environmental, Social and Governance (ESG) framework. This initiative will be guided and overseen by a newly-formed ESG committee of the Board.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Committee of the Board									Quarterly								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board									Quarterly								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	-	Yes Bureau Veritas; Intertek; Performance Review Institute (PRI), Maruti and National Quality Assurance (NQA)	Yes Bureau Veritas	-	Yes Bureau Veritas	Yes Bureau Veritas	-	-	-

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	12	The training and awareness programme for board members encompasses crucial topics like vision and strategy, emphasising people culture and safety. They receive orientation on the code of conduct and their committee responsibilities. Regular industry strategy updates keep them informed about market dynamics. Additionally, plant visits offer firsthand insights into Company operations, fostering well-informed decision-making for the Company's long-term sustainability. These comprehensive training components empower the Board of Directors to stay up-to-date with the organisation's status and strategise effectively for its continued growth and success.	100%

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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
Key Managerial Personnel	12	The training and awareness programme for Key Managerial Personnel encompasses crucial topics like vision and strategy, emphasising people culture and safety. They receive orientation on the code of conduct and their committee responsibilities. Regular industry strategy updates keep them informed about market dynamics. Additionally, plant visits offer firsthand insights into Company operations, fostering well-informed decision-making for the Company's long-term sustainability. These comprehensive training components empower the Board of Directors to stay up-to-date with the organisation's status and strategise effectively for its continued growth and success.	100%
Employees other than BoD and KMPs	257	At Kaynes Technology, we prioritise the development of our employees through various comprehensive training programmes. These sessions focus on technical upskilling, health and safety protocols, crisis management, operational efficiency, policy awareness and behavioural skills. The collective impact of these trainings greatly influences our overall business success. By continually updating our workforce, we ensure that Kaynes remains adaptive to the dynamic requirements of the industry, fostering a skilled and well-prepared team to navigate any challenges and seize opportunities effectively.	100%
Workers	233	Our workers undergo diverse training sessions encompassing technical skills, health and safety protocols, quality assurance, operational efficiency, EHS (Environmental, Health and Safety) awareness, waste management and behavioural development, tailored to specific needs. These training initiatives play a pivotal role in keeping us updated with industry demands and meeting rigorous quality standards, leading to utmost customer satisfaction. By continuously enhancing our workforce's knowledge and expertise, we remain well-equipped to address industry challenges and consistently deliver products and services that exceed our customers' expectations.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, 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					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	-	NA	NA
Settlement	Nil	NA	-	NA	NA
Compounding fee	Nil	NA	-	NA	NA
Non-Monetary					
Imprisonment	Nil	NA	-	NA	NA
Punishment	Nil	NA	-	NA	NA

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. Yes. BRSR policy.
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2022-23 (Current Financial Year)		FY 2021-22 (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	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

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Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	We have organised several training sessions for our vendors, covering essential topics like 5S and 7QC Tools, 8D methodology, ISO 9001 standards and NC (Non-Conforming) parts handling. These trainings aim to enhance the vendors' capabilities, ensuring they adhere to industry best practices and maintain high-quality standards. By providing them with the necessary tools and knowledge, we foster a strong partnership with our vendors, enabling them to deliver products and services that meet our stringent quality requirements and contribute to our overall success.	53.25%

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

Conflict of interest is an integral component of our comprehensive Code of Conduct. This policy encompasses Directors, Senior Management and Independent Directors, outlining their specific duties and responsibilities in addressing potential conflicts of interest. By adhering to this policy, we ensure transparency, accountability and ethical decision-making across all levels of the organisation, fostering an environment of trust and integrity. This approach reinforces our commitment to upholding the highest standards of corporate governance and safeguarding the interests of our stakeholders.

Policy web link: https://www.kaynestechnology.co.in/doc/Codes-and-Policies/Kaynes%20Technology_Code%20of%20conduct%20for%20prevention%20of%20insider%20trading.pdf.

PRINCIPLE 2 : Businesses Should Provide Goods and Services In A Manner That Is Sustainable And Safe

Essential Indicators

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

Particulars	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	17.22%	-	R&D expenses aimed at impacting energy efficiency in motor controllers for BLDC fans
Capex	-	-	-

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

b. If yes, what percentage of inputs were sourced sustainably? Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastics (including packaging) - Not applicable.

(b) E-waste is handed over to an authorised agency (agency manages E-waste in line with EPR guidelines)

(c) Hazardous waste and (d) other waste – Not applicable

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

The Company reuses or disposes of through an authorised recycler.

PRINCIPLE 3 : Businesses Should Respect And Promote The Well-Being Of All Employees, Including Those In Their Value Chains
Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	464	464	100%	0	-	N.A.	-	288	62.07%	464	100%
Female	139	139	100%	0	-	63	45.32%	N.A.	-	139	100%
Total	603	603	100%	0	-	63	45.32%	288	62.07%	603	100%
Other than Permanent Employees											
Male	1	1	100%	0	-	0	-	0	-	0	-
Female	0	0	0	0	-	0	-	0	-	0	-
Total	1	1	100%	0	-	0	-	0	-	0	-

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,033	1,033	100%	0	-	N.A.	-	634	61.37%	1,033	100%
Female	401	401	100%	0	-	260	64.84%	N.A.	-	401	100%
Total	1,434	1,434	100%	0	-	260	64.84%	634	61.37%	1,434	100%
Other than Permanent workers											
Male	487	487	100%	0	-	N.A.	-	447	91.79%	487	100%
Female	341	341	100%	0	-	274	80.35%	N.A.	-	341	100%
Total	828	828	100%	0	-	274	80.35%	447	91.79%	828	100%

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

Benefits	2022-23 Current Financial Year			2021-22 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	48%	68%	Yes	46%	76%	Yes
Gratuity	20%	31%	No	24%	43%	No
ESI	30%	64%	Yes	27%	74%	Yes
Others – Please Specify	-	-	-	-	-	-

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3. Accessibility of workplaces

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

No. However, the Company actively fosters an inclusive environment, offering the necessary support and equal opportunities to all employees and workers without any form of discrimination. Our commitment to creating an inclusive workplace remains steadfast and we will continue to take all necessary steps to promote inclusivity in the future.

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

No.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	72.73%	100%	36.36%
Female	100%	66.67%	100%	50.00%
Total	100%	70.58%	80.00%	40.00%

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes.
Other than Permanent Workers	The Company has established a proactive Works Committee to address any concerns raised by its employees. This committee serves as an open forum for mutual discussion of issues, enabling a collaborative approach to finding resolutions. By fostering a transparent and inclusive environment, the Company ensures that employee voices are heard, leading to effective problem-solving and the overall well-being of its workforce.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	603	0	-	536	0	-
Male	464	0	-	405	0	-
Female	139	0	-	131	0	-
Total Permanent Workers	1,434	0	-	1,146	0	-
Male	1,033	0	-	836	0	-
Female	401	0	-	310	0	-

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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	465	465	100%	465	100%	405	405	100%	405	100%
Female	139	139	100%	139	100%	131	131	100%	131	100%
Total	604	604	100%	604	100%	536	536	100%	536	100%
Workers										
Male	1,520	1,520	100%	1,520	100%	1,146	1,146	100%	1,146	100%
Female	742	742	100%	742	100%	513	513	100%	513	100%
Total	2,262	2,262	100%	2,262	100%	1,659	1,659	100%	1,659	100%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	465	465	100%	405	405	100%
Female	139	139	100%	131	131	100%
Total	604	604	100%	536	536	100%
Workers						
Male	1,520	1,520	100%	1,146	1,146	100%
Female	742	742	100%	513	513	100%
Total	2,262	2,262	100%	1,659	1,659	100%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).
If yes, the coverage of such system?** Yes.
We have established Environmental, Health and Safety (EHS) procedures and guidelines that are diligently implemented and followed at our premises to ensure the health and safety of our employees and workers.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
The Company takes several measures to identify work-related hazards and assess risks. These include conducting regular Safety Audits, implementing ASIM (Accident Severity Index Measurement) and conducting HIRA (Hazard Identification and Risk Assessment) studies both routinely and whenever there are any changes in the process to identify and manage potential risks effectively.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)** Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)** Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	10	11
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We are committed to adhering to all legal requirements for maintaining a safe and healthy workplace. Additionally, we conduct a Hazard Identification and Risk Assessment (HIRA) study for any new or modified processes to ensure a proactive approach to safety.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	-

14. Assessments for the year:

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

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

Not applicable

PRINCIPLE 4: Businesses Should Respect the Interests of and be Responsive to all its Stakeholders

Essential Indicators

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

The process of identifying stakeholders at our Company has been carefully considered, with factors such as regular engagement, their role in ensuring business sustainability, industry relevant factors and their impact on the overall Company. The following stakeholders have been recognised as essential for promoting transparency:

1. Shareholders/investors
2. Customers
3. Employees
4. Management
5. Suppliers

6. Government & Regulators
7. Banks/financial institutions
8. Community

By acknowledging these stakeholders, we aim to foster open communication and collaborative relationships, leading to a more responsible and successful business ecosystem.

2. List of stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Website, Letters, meeting and Telephone	Quarterly and on-demand	To provide updates on Company performance, discuss strategies, address concerns and promote transparency, ensuring their involvement and alignment with the Company's direction.
Customers	No	Email, Website, Letters, meeting and Telephone	Ongoing	The significance for customers lies in the assurance of receiving products and services of high quality, competitive pricing and timely delivery. Additionally, effective communication ensures their needs are understood and met efficiently.
Employees	No	Email, Website, Letters, meeting, Notice Board, internal chat platform Intranet and Telephone	On-going	The scope of engagement with employees includes fostering a positive work environment, ensuring job security, prioritising health and safety, providing training opportunities, offering clear career paths and recognising and rewarding their contributions.
Management	No	Email, Website, Letters, meeting and Telephone	On-going	The scope of engagement with management encompasses driving growth in sales and profitability, enhancing the efficiency and effectiveness of operations and achieving greater profitability, return on investment and market value growth for the organisation.
Suppliers	No	Email, Website, Letters, meeting and Telephone	On-going	The purpose of engagement with suppliers includes discussing payment terms, expanding the scope and volume of purchases, establishing long-term contractual arrangements and exchanging information on future requirements to foster a strong and mutually beneficial partnership.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulators	No	Email, Website, Letters, meeting and Telephone	On-going	Engagement with the Government and regulators is to ensure timely submission of required information and documentation in adherence to the timelines specified under respective regulations. This helps maintain compliance and transparency, fostering a positive relationship with regulatory and Government authorities.
Banks, Lenders	No	Email, Website, Letters, meeting and Telephone	Ongoing	The importance of communicating with banks and lenders lies in addressing funding requirements and showcasing good financial performance. This transparent communication fosters a strong relationship and instills confidence in the organisation's ability to meet its financial obligations effectively.
Community	No	Email, Website, Letters, meeting and Telephone	As per regulatory time frame	The importance of communicating with the community for environmental protection, ethical behaviour, fostering business growth and contributing taxes that aid in building infrastructure to support community services, activities and institutions. This collaboration ensures a sustainable and mutually beneficial relationship between the organisation and the broader community.

PRINCIPLE 5 : Businesses Should Respect and Promote Human Rights

Essential Indicators

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	603	316	52.40%	536	278	51.87%
Other than permanent	1	1	100%	0	0	-
Total Employees	604	410	67.88%	536	278	51.87%
Workers						
Permanent	1,434	446	31.10%	1,146	323	28.18%
Other than permanent	828	277	33.45%	513	160	31.19%
Total Workers	2,262	723	31.96%	1,659	483	29.11%

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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)
Permanent Employees	603	9	1.49%	594	98.51%	536	22	4.10%	514	95.90%
Male	464	6	1.29%	458	98.71%	405	16	3.95%	389	96.05%
Female	139	3	2.16%	136	97.84%	131	6	4.58%	125	95.42%
Other than Permanent Employees	1	1	100%	0	-	0	0	-	0	-
Male	1	1	100%	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Permanent Workers	1,434	280	19.53%	1,154	80.47%	1,146	394	34.38%	752	65.62%
Male	1,033	209	20.23%	824	79.77%	836	265	31.70%	571	68.30%
Female	401	71	17.71%	330	82.29%	310	129	41.61%	181	58.39%
Other than Permanent Workers	828	828	100%	0	-	513	513	100%	0	-
Male	487	487	100%	0	-	282	282	100%	0	-
Female	341	341	100%	0	-	231	231	100%	0	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	6	620,000	2	9,240,000
Key Managerial Personnel	1	8,000,000	1	1,520,000
Employees other than BoD and KMPs	464	324,087	139	312,152
Workers	1,033	210,420	401	175,920

Note: Only permanent employee data is considered for above median remuneration calculation.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

The Company has established three essential committees, namely the Works Committee, Safety Committee and Canteen Committee, each with a specific focus on addressing human rights impacts or issues resulting from our business activities. Committees play a vital role in ensuring that we maintain a responsible and ethical approach to our operations, safeguarding the well-being and rights of all individuals involved in our business sphere.

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

The Works Committee plays a vital role in addressing grievances concerning human rights and safeguarding the interests of our internal stakeholders.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

The Company has implemented a POSH (Prevention of Sexual Harassment) mechanism, offering employees and workers an avenue to address issues related to harassment or discrimination. This initiative ensures that our workplace remains free from such misconduct, promoting an environment where every employee is treated with utmost dignity and respect. Additionally, the mechanism is designed to protect complainants from any adverse consequences they may face as a result of coming forward with their concerns.

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

No

9. Assessments for the year:

Indicators	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

Not applicable

PRINCIPLE 6: Businesses Should Respect and Make Efforts To Protect And Restore The Environment

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	25,475.37	22,907.71
Total fuel consumption (B)	5,610.29	4,744.23
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	31,085.66	27,651.94
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	2.83	4.09
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. No

Note: Energy intensity is per mn rupee of turnover.

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	37,953.00	37,593.00
(iii) Third party water	22,426.50	16,656.90
(iv) Seawater / desalinated water	0	0
(v) Others	13,528.00	13,738.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	73,907.50	67,987.90
Total volume of water consumption (in kilolitres)	73,907.50	67,987.90
Water intensity per rupee of turnover (Water consumed / turnover)	6.73	10.06
Water 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. No

Note: Water intensity is per mn rupee of turnover.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. No. The Company's operations do not generate any hazardous waste water.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	Parts per million by volume	9.56	9.47
Sox	Parts per million by volume	4.09	4.05
Particulate matter (PM)	Microgram per cubic metre	49.92	49.42
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others– please specify	-	-	-

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	638.67	416.88
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5,731.96	5,154.23
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.58	0.82
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. No

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	32.57	29.93
E-waste (B)	4.96	3.86
Bio-medical waste (C)	0.0041	0.0011
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Other Hazardous waste. Please specify, if any. (G) Spent Solvents, Discarded Containers	2.11	1.89
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Paper waste/Corrugated boxes	86.68	108.44
Food waste	4.62	4.24
Metal Waste	3.86	4.01
Garden Waste	19.67	11.86
Carton Box	0.09	0.08
Wire Waste	0.04	0.04
Brase Waste	0.04	0.04
Total (A+B + C + D + E + F + G + H)	154.66	164.38
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
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	1.70	0
(iii) Other disposal operations	153.43	167.88
Total	155.13	167.88

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. No

9. 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.

The Company has taken significant strides in waste management by implementing comprehensive practices. To ensure effective waste handling, a well-defined waste management work instruction is in place, guiding employees on proper procedures. Moreover, the Company conducts monthly monitoring of chemicals, proactively identifying potential risks and adhering to safety protocols. Taking environmental responsibility seriously, waste is diligently handed over to authorised agencies, guaranteeing proper disposal and minimising any negative impact on the environment. By prioritising such practices, the Company aims to contribute to sustainable practices and ecological preservation, while meeting its social responsibility commitments.

10. 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:

Sl. 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			

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

11. 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
NIL					

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

Yes.

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

PRINCIPLE 7 : Businesses, When Engaging in Influencing Public and Regulatory Policy, Should Do So In A Manner That Is Responsible And Transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 11
- 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.

Sl.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	ELCINA	National
2	IPC (Institute of Printed Circuits)	National
3	Indo German chamber of commerce	National
4	MAIT (Manufacturer association of information technology)	National
5	India electronics and semi conductor association (IESA)	National
6	CII Mysuru under Southern Region	State
7	TIE Mysuru Chapter	State
8	Lahari Mysuru ESDM cluster	State
9	Industry Model Town	State
10	Parwano Industry Association (PIA)	State

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
1	ERSO Regulations for India Advanced Electronics Test Facility under ESDM Cluster. Common Facility Centre concept was brought in Mysuru for Electronics Systems Design Manufacturing companies (ESDM) located in Mysuru for quicker reliability tests and time to market. This was mooted along with IESA by Kaynes Technology and now is a model Reliability Lab named LAHIRI with funds from Central Govt, State Govt contributing majorly in association with EMS & Electronic design companies of Mysuru.	Under Leadership of IESA & Kaynes through E&Y	Yes	Not applicable	http://www.lahiriaetf.com

PRINCIPLE 8 : Businesses Should Promote Inclusive Growth and Equitable Development

Essential Indicators

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

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
NIL					

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

Sl. 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 ₹)
NIL						

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

To uphold the rights of our stakeholders, we have implemented a whistle blower policy that offers a mechanism and contact details for addressing any complaints. This policy ensures that concerns are taken seriously and resolved appropriately. The policy, along with its details, is readily available on the Company's website, ensuring transparency and accessibility for all stakeholders.

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	21.80%	17.83%
Sourced directly from within the district and neighbouring districts	12.30%	14.25%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

1. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Christian Medical College - Installation and commissioning of a STP at the campus	80,000	65%
2	Zoo wildlife animal adoption or golf cart vehicle	18,000	0%
3	Provision for sanitation and drinking water at the village (Hemaragala)	2,976	0%
4	Goshala – 1) Infrastructure 2) Feeding of food to cows at Goshala 3) Medical facility to cows at Goshala	Beneficiaries are cows	NA
5	Nadipathy Goshala - Kakinada	Beneficiaries are cows	NA
6	V P A C and C Trust (R) Goshala	Beneficiaries are cows	NA
7	Promotion of art and culture	50	0%
8	Sree Sankara Vidyamandiram	120	100%

PRINCIPLE 9 : Businesses Should Engage With and Provide Value To Their Consumers In A Responsible Manner

Essential Indicators

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

The Business Development and Project Management team takes care of customer complaints by managing them through emails and phone calls. Kaynes adheres to a customer complaint handling procedure, which strictly follows the following timelines:

- 1) Initial response within 24 hours
- 2) Containment action within 24 hours
- 3) Customer corner display in shop floor and awareness within 24 hours
- 4) 3D report to customer within 3 days
- 5) 5D report with fishbone, why-why analysis and action plan within 7 days
- 6) Final 8D report to customer within 7 days of action implementation

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

Particulars	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

*Not applicable, Kaynes operates as a Tier-2 supplier of OEM components and do not manufacture final product for consumption purpose, producing components in accordance with the specifications and requirements of our OEM clients. However, our products are Restriction of Hazardous Substance (RoHS) compliant and caters to various industries, promoting sustainability goals (like EV, energy efficient applications, etc.)

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

Particulars	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-

Particulars	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Kaynes has a comprehensive IT policy along with Standard Operating Procedures (SOPs) that specifically address authorisation and reporting mechanisms.

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable