

Mangal Industries Limited

Business Responsibility and Sustainability Reporting (BRSR): FY2023-24

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Entity	U15122AP1990PLC011932
2.Name of the Entity	Mangal Industries Limited (Amara Raja Group Company)
3.Year of incorporation	1990
4.Registered office address	Renignuta-Cuddapah Road, Karakambadi, Tirupati, Andhra Pradesh - 517520 India.
5.Corporate address	TERMINAL A, 1-18/1/AMR/NR, Nanakramguda, Gachibowli, Hyderabad - 500032 India.
6.E-mail	amararaja@amararaja.com
7.Telephone	0877 - 2265000
8.Website	www.mangalindustries.com
9.Financial year for which reporting is being done	FY2023-2024
10.Name of the Stock Exchange(s) where shares are listed	NA
11.Paid-up Capital	13.9 Crores
12.Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	S. Hari Babu, General Manager – Gr Sustainability Email: hbs@amararaja.com Phone: 0877-2265000

13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis Since Feb, 2024, Battery component has been demerged from MIL and below disclosures excludes the same
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II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY24)
1	Manufacturing	Manufacturing of Sheet Metal Enclosures, High Tensile Fasteners, Hi-Rise Racking Solutions, Plastic Components, Battery Small parts and Molds for Automotive and Industrial applications	99 %

15. 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	Metal & Metal Products	25999	72 %
2	Plastics, Battery small parts & Toolworks	25999	28 %

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	6	8	14
International	0	0	0

Plant Locations:

- **Metal Fabrication Plant 1:** Renignuta - Cuddapah Road, Karakambadi, Tirupati, Chittoor District Andhra Pradesh - 517520, India
- **Auto Components Plant (Fasteners):** Petamitta Village, Thalapulapalli Post, Putalapattu Mandal, Chittoor District, Andhra Pradesh - 517124, India
- **Auto Components Plant (Plating):** Thenepalli Village, Putalapattu Mandal, Chittoor District, Andhra Pradesh - 517124, India
- **Storage Solutions Plant:** Thenepalli Village, Putalapattu Mandal, Chittoor District, Andhra Pradesh - 517124, India
- **Metal Fabrication Plant 2:** Thenepalli Village, Putalapattu Mandal, Chittoor District, Andhra Pradesh - 517124, India
- **Auto Components Plant (Plastics):** Plot no. A – 30, Survey no. 16 – 21, SIPCOT Industrial estate, Oragadam, Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu – 602105, India.

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	22
International (No. of Countries)	11

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

- Revenue - Outside India – Rs 16.47 Crores
- Exports percentage of the total turnover – 1.45%

c. A brief on types of customers

Mangal Industries Limited (MIL) is a conglomerate and diversified in Engineering industry. We have a significant market share in the manufacturing of Sheet Metal Enclosures & Components, High – Tensile Fasteners, Hi – Rise Racking Solutions and Plastic Components for industrial and automotive applications. Our products and services are preferred by industry segments such as Auto, Elevators, E-Comm & Retail, Power & Energy, Medical Devices, Logistics, Electronics, Home Appliances, Telecom, Railway & Metro, and Industrial.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	462	432	93.5 %	30	6.5 %
2	Other than Permanent (E)	12	11	92 %	1	8 %
3	Total employees (D + E)	474	443	93.5 %	31	6.5 %
WORKERS						
4	Permanent (F)	1212	1103	91 %	109	9 %
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	1212	1103	91 %	109	9 %

b. Differently abled Employees and worker

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
<u>DIFFERENTLY ABLED WORKERS</u>						
4	Permanent (F)	10	10	100%	0	0
5	Other than permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	10	10	100%	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	4	0	0%

20. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employee	19%	10%	19%	20%	17%	20%	21%	18%	21%
Permanent Workers	7%	13%	18%	7%	12%	7%	11%	12%	11%

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

21. (a) 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/ 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	--	--		--

VI. CSR Details

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

(ii) Turnover (in Rs.) - Rs 1,140.34 Crores

(iii) Net worth (in Rs.) – Rs 417.87 Crores

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)	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	Y	0	0	-	0	0	-
Investors (other than shareholders)	Y	0	0	-	0	0	-
Shareholders	Y	0	0	-	0	0	-
Employees and workers *	Y	83	0	-	59	0	-
Customers **	Y	14	0	-	10	0	-
Value Chain Partners	Y	0	0	-	0	0	-

* The numbers are inclusive of the suggestions that we received for safety and workplace improvement. Our reporting mechanism is robust and transparent, offering multiple avenues for reporting such as a mobile platform and regular meetings. In addition, we hold frequent HSE council meetings to discuss health and safety matters.

** Only major complaints lodged in key OEM Customers

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

S.n o.	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	Occupational Health and Safety	Risk	<ul style="list-style-type: none"> Affects the basic right to life and well-being of individuals. Legal repercussions arising out of statutory laws such as the Factories Act and others. 	<ul style="list-style-type: none"> Occupational Health & Safety Management System certified under ISO 45001 covers all sites. Competent Health & Safety teams deployed at all sites. Occupational health services are present at all locations. Special provisions to deal with high-consequence injuries and related rehabilitation measures. Medical insurance covers all employees. Standard Operating Procedures (SOPs) implemented for all critical jobs undertaken by the workforce. World-class emergency and fire management infrastructure 	Negative
2	GHG Emission Management & Climate Change	Risk/ Opportunity	<p>Risk</p> <ul style="list-style-type: none"> Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications <p>Opportunity</p> <p>Reducing dependency on fossil fuels, positive climate impact and increased energy and</p>	<ul style="list-style-type: none"> Accounting of carbon emissions in accordance with Greenhouse Gas Protocol (GHGP) & ISO 14064 Carbon emissions reduction and energy efficiency projects to reduce MIL's carbon footprint. Renewable energy usage in the form of solar & wind power. 	

			resource use efficiency.		
3	Water Management	Risk/ Opportunity	Risk <ul style="list-style-type: none"> impacts of climate change on future water availability Opportunity <ul style="list-style-type: none"> Cost savings from reduced freshwater usage. Increase in resource use efficiency. 	Improved water management practices such as efficient water utilization, rainwater harvesting and check dams, and the development of climate-resilient water infrastructure. <ul style="list-style-type: none"> Establish RO s or Zero liquid discharge units and reduce dependence on freshwater 	Negative/ Positive
4	Employee Welfare	Opportunity	<ul style="list-style-type: none"> Creating a positive work environment to boost employee productivity, employee well-being, improve recruitment and retention, and to sustain high employee morale 		Positive
5	Compliance	Risk	<ul style="list-style-type: none"> Non-compliance with statutory regulations and notifications would result in fines, litigations, penalties, a decrease in the company's reputation and even the closure of operations 	<ul style="list-style-type: none"> A full-fledged team to monitor and ensure that all our facilities are compliant with all applicable regulations. Regular review of compliance status and prompt action for addressing any potential non-compliances Status of compliances is also predictably presented to the Audit Committee/Board 	Negative
6	Resource Efficiency and Circularity	Risk	<ul style="list-style-type: none"> Scarcity of natural resources leading to rising prices. Raw material procurement impacted due to supply chain disruptions. 	<ul style="list-style-type: none"> Circular Economy approach for all our processes. Use of recycled lead and other raw material to the maximum extent in our processes. Resources use efficiency measures to reduce raw material input requirement. Major procurement from localized suppliers to abate supply chain disruptions. 	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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
c. Web Link of the Policies, if available https://www.amararaja.com/about/code-of-ethics									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, we have a Supplier's code of conduct.								
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) mapped to each principle.	MIL has certifications for ISO 9001, ISO 14001, ISO 45001, IATF 16949 and EN 15085 and undergoes periodical assessment to evaluate the effectiveness of management systems and policies.								

<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The baseline and target years for the objectives below are FY23-24 and FY24-25 respectively.</p> <p>Energy and Carbon</p> <ul style="list-style-type: none"> • Increase MIL's renewable energy share to 28%. • Reduce carbon intensity (scope 1 and 2 emissions) by 25% and overall absolute emissions to be sustained as FY24 actuals. • Reduce energy intensity by 10%. <p>Water</p> <ul style="list-style-type: none"> • Reduce specific freshwater consumption by 10%. <p>Circular Economy</p> <ul style="list-style-type: none"> • Reduce waste intensity by 20% and achieve zero landfill • Sustaining recycled RM in production to 100% (lead & lead alloys). <p>Safety and Occupational Health</p> <ul style="list-style-type: none"> • Continue to be a zero-fatality organization. • Reduce LTIFR by 30 %. • 100% compliance with an initial medical examination and periodic medical examinations. <p>People</p> <p>Achieve Gender diversity within the organization to 12%.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<ul style="list-style-type: none"> • Commissioned 1 MW Rooftop Solar in Metal Fabrication • Increased renewable energy share to 22 % from 8 %. • Energy intensity reduced by 15 %. • Emissions (Scope 1 & 2) intensity reduced by 28 %. • Absolute emissions (Scope 1 & 2) reduced by 10%. • Established water metering & baseline data. • Roadmap for reduction of water consumption and water intensity • Landfill reduced by 50 % & zero incineration during the year • Near miss reporting improved by 68% • LTIFR reduced by 50 %.
<p>Governance, leadership, and oversight</p>	
<p>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)</p> <p>“” At Mangal Industries, we aim to surpass customer expectations and create a positive impact on stakeholders, employees, and communities through our commitment to sustainability. Our monthly sustainability committee reviews Sustainability Key Performance Indicators and oversees projects to achieve our sustainability goals.</p> <p>Our initiatives include reducing our environmental footprint through energy and water reduction projects, such as cutting LPG consumption and optimizing air pressure usage. In fiscal year 2024, we achieved a 15% reduction in energy intensity. We also commissioned a 1.0 MW Rooftop Solar system and increased</p>	

renewable energy use, resulting in a 28% reduction in carbon emissions intensity. Our Waste management initiatives achieved 50% landfill reduction in FY24.

We are advancing sustainability digitalization with systems for measuring water and energy consumption and implementing Management Information Systems for ESG data. This enhances precision and enables real-time decision-making.

Our broader vision includes contributing to customers' net-zero goals, continuously evaluating targets, exploring new technologies, and building organizational capabilities. We have launched a comprehensive Business Risk assessment process to manage Sustainability risks and develop mitigation plans.

In summary, sustainability is not just a corporate responsibility for us; it is a commitment to a better future. We will pursue this path with determination, innovation, and dedication to creating value for our shareholders, the planet, and all its inhabitants. ""

Harshavardhana Gourineni – Director, Mangal Industries Ltd

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies

MIL monitors the implementation of business responsibility policies through a leadership team chaired by Mr. Sriram S V, SBU Head. Environment, Social and Governance aspects are regularly discussed at meetings.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Company has an executive sustainability committee which constitutes of the SBU Heads & Functional Heads of MIL for sustainability which oversees the progress and implementation of sustainability linked initiatives on monthly basis. The committee is chaired by Harshavardhana Gourineni, Director and all direct reportees are members of the committee.

The broad objective of sustainability committee is:

- Define Sustainability metrics and monthly monitoring of progress.
- Review Sustainability projects (planned/potential) and provide inputs/ support
- Build Sustainability capability within the organisation.
- Conduct periodic benchmarking and bring in external/customer perspective.
- Develop & roll out MIL Sustainability framework and assurance protocol.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	MIL's policies are internally reviewed periodically or need basis by Mangal Apex Committee. During the assessment, the efficacy of the policies is reviewed, and necessary changes are implemented. We have also engaged an accredited certification body to assess our policies and procedures.																	

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	MIL is compliant with all applicable regulations.
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.	MIL has certifications for ISO 9001, ISO 14001, ISO 45001, IATF 16949 and ENO 15085 and undergoes periodical assessment internally to evaluate the effectiveness of management systems and policies. Additionally, an assessment is being carried out by an accredited certification body at our facilities.

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

Questions	P7
The entity does not consider the Principles material to its business (Yes/No)	MIL does not currently have a specific policy on "Policy Advocacy." However, we actively engage in advocacy efforts concerning policies that impact the Engineering Industry and our organization. We are represented in 2 trade and industry chambers/associations, including the Tool and Gauge Manufacturers Association (TAGMA) and Confederation of Indian Industries (CII) at the state level. Additionally, we collaborate with statutory authorities to address regulatory policies.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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 (BoD) and Key Management Personnel (KMP)	1	<ul style="list-style-type: none">We delivered training and update on the Environment, Sustainability, and Governance roadmap, which outlines MIL's short and medium-term sustainability targets. The training was updated during the establishment and progress phases and included new sustainability reporting requirements such as the BRSR Lite. Thus, all nine principles of BRSR Lite were covered in the training.Training Impact: Among designated Senior Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the BoD's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into MIL's strategy	100%
Employees other than BoD and KMPs	117	<ul style="list-style-type: none">Training is imparted to employees on various subjects around ESG, Sustainability, ethical/ cultural, behavioral, well-being, safety, skill up-gradation, policy, compliance and technical.Training Impact: Improved motivation and competence among employees	100%

Workers	64	<ul style="list-style-type: none"> Workers undergo training on topics such as technical, soft skills, QHSE, human rights, wellbeing for workers Training Impact Enhancement in skills year on year 	100%
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*Includes induction training, On the job trainings, toolbox talks, class room instructions and webinars. we conduct skill gap assessment regularly and define our annual training calendars.

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					
	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	NIL				
Settlement					
Compounding fee					
	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

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
Nil	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.

MIL has implemented an anti-corruption and anti-bribery policy to prevent, deter, and identify fraudulent and corrupt business practices. We are dedicated to conducting business with the utmost honesty, integrity, and ethical standards and are committed to enforcing these standards across all our global operations. This policy applies to all employees, including directors and other stakeholders associated with MIL, and is included in the onboarding process for all new hires.

Web link to the policy: <https://www.amararaja.com/about/code-of-ethics>

5. 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	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	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	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

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.

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	Reduction in hazardous waste generation, conservation of natural resources, resource use efficiency, reduction in GHG emissions, conservation of water resources, lessening dependence on fossil fuels for mobility, fostering a safe and healthy working environment etc.
Capex	0.81 %	0.36 %	

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

Yes. We are practicing sustainable procurement in line with our group Sustainable Procurement policy covering all suppliers, vendors and input material. The policy covers the aspects related to ethics, business integrity, human rights, social responsibility, health and safety, environment, local community, green products & practices, quality, good manufacturing practices, and legal compliance.

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.

MIL is a component manufacturer for reputable OEMs and that extended producer responsibility required by brand owners for end of life product does not apply. However, we have been recycling the process scrap lead through smelters as job work and re using in our process. Currently, 100% of lead used in manufacturing comes from recycled sources.

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

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

Essential Indicators

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

Category		% of employees covered by									
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	432	432	100%	432	100%	NA	NA	432	100%	0	0
Female	30	30	100%	30	100%	30	100%	NA	NA	0	0
Total	462	462	100%	462	100%	30	6.5%	432	93.5%	0	0
Other than Permanent employees											
Male	11	11	100%	11	100%	NA	NA	NA	NA	NA	NA
Female	1	1	100%	1	100%	NA	NA	NA	NA	NA	NA
Total	12	12	100%	12	100%	NA	NA	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	1103	1103	100%	1103	100%	NA	NA	1103	100%	0	0
Female	109	109	100%	109	100%	109	100%	NA	NA	0	0
Total	1212	1212	100%	1212	100%	109	9%	1103	91%	0	0
Other than Permanent workers											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

2. Details of retirement benefits.

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%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others - SAS	100%	100%	Y	100%	100%	Y

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

Yes, MIL ensures that all premises and offices are accessible to employees and workers with disabilities. Further, we are deploying more amenities for differently abled employees at the plant and other work locations to improve accessibility.

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.

We adhere to our equal opportunity policy outlined as per Rights of Persons with Disabilities Act, 2016. We are committed to providing equal employment opportunities to all individuals who meet the qualifications specified in our Human Resources recruitment policies and selection processes, regardless of their physical or mental abilities, caste, gender, race, color, religion, or creed. As an equal opportunity employer and in accordance with the laws of the country, ARBL does not discriminate or show preference based on any of these factors.

<https://www.amararaja.com/about/code-of-ethics>

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

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

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

	<i>(If Yes, then give details of the mechanism in brief)</i>
Permanent Workers	<p>MIL has established a mechanism for addressing complaints, referred to as the Grievance Redressal Mechanism which is handled by the HR department. We also conduct open house sessions such as Company Communication Meet, Plant Communication Meet, and Open Forums to provide employees and workers with a platform to voice their grievances. Any grievance from the workforce can be communicated to the respective HR personnel. All such grievances are then discussed internally, and a resolution plan is formulated.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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 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 Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. 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			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	443	443	100%	443	100%	379	379	100%	379	100%
Female	31	31	100%	31	100%	34	34	100%	34	100%
Total	474	474	100%	474	100%	413	413	100%	413	100%
Workers										
Male	1103	1103	100%	1103	100%	848	848	100%	848	100%
Female	109	109	100%	109	100%	46	46	100%	46	100%
Total	1212	1212	100%	1212	100%	894	894	100%	894	100%

We conduct skill gap analyses for both employees and workers to identify areas for improvement. Based on these analyses, we update our training calendars and provide periodic training sessions.

9. 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	432	432	100%	362	362	100%
Female	30	30	100%	30	30	100%
Total	462	462	100%	392	392	100%
Workers						
Male	1103	1103	100%	848	848	100%
Female	109	109	100%	46	46	100%
Total	1212	1212	100%	894	894	100%

10. Health and safety management system:

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

Yes, we have implemented a formal Occupational Health & Safety Management System (OHSMS) based on ISO 45001 that covers all our manufacturing facilities.

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

To identify work-related hazards across all units, we use the Hazard Identification and Risk Assessment (HIRA) process which involves a team comprising operations, maintenance, and safety personnel. We have well-defined SOPs, operational controls, and a work permit system to ensure safe operations. We have documented emergency plans to prepare us for emergency situations. We have performed critical risk identification based on incident statistics to identify top risks and have rolled out safety standards to mitigate the risks. Our Health, Safety, and Environment (HSE) Council meets on a monthly basis to assess top risks and discuss health and safety parameters. Regular safety training and mandatory induction cover hazard identification and reporting for all employees and workers. We conduct periodic safety inspections and audits to ensure compliance and take immediate corrective actions.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, through our implemented ESG software for sustainability performance, we provide a mobile app that allows employees and workers to report any work-related hazards, including unsafe acts or near-miss conditions, and remove themselves from such risks. This process ensures that we meet all statutory and legal compliance requirements and provides a positive assurance in that regard.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, we provide all employees access to medical and healthcare services for non-occupational purposes

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

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 and Workers	1.3	2.59
Total recordable work-related injuries	Employees and Workers	5	8
No. of fatalities	Employees and Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees and Workers	0	0

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

At MIL, we consider EXCELLENCE as one of our fundamental values. We strongly believe that maintaining a safe and healthy workplace not only protects our employees from injuries and illnesses but also enhances their morale and well-being.

Safety is always our utmost priority, and we are fully committed to fostering a culture of excellence in safety. We have been implementing the occupational health and safety management system (ISO 45001:2018) to continually improve our safety performance across all facilities. Our approach includes various measures such as hazard identification and risk assessment, conducting emergency response drills, ensuring tools and tackles inspection by competent personnel, following work permits and LOTO systems, inspecting engineering controls, and providing comprehensive safety training for both new and existing employees. Through these systems, we adhere to all applicable national and international safety standards. Additionally, we proactively embrace state-of-the-art technologies and management practices that are relevant to our business, aiming to enhance our working environment.

To ensure a safe working environment, the following measures have been implemented:

1. Work Permit System.
 2. Workplace safety audit by internal teams.
 3. Periodical inspection of lifting Tools and Tackles and pressure vessels by a competent authority.
 4. Safety Committee meetings.
 5. Trainings to enhance a culture of safety.
 6. Behavior-based safety (BBS) practices at all locations.
 7. Drills for emergency preparedness and response.
 8. Inspection of engineering controls, lifting tools and material handling equipment controls.
 9. Lock Out and Tag Out for energy isolation.
 - 10 Monitoring of workplace noise and illumination levels.
 11. Risk assessment for all activities and new initiations.
 12. State- of-the-art occupational health Center with 24x7 operations.
- We continue to implement good practices in the maintenance and monitoring of ventilation systems and ensure that a safe and healthy work environment is maintained.

13. 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		33	-		23	-
Health and Safety		50	-		36	-

Note: The numbers are inclusive of the suggestions that we received for safety and workplace improvement. Our reporting mechanism is robust and transparent, offering multiple avenues for reporting such as a mobile platform and regular meetings. In addition, we hold frequent HSE council meetings to discuss health and safety matters.

14. Assessments for the year

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

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 and safety practices and working conditions.

At MIL, we follow a robust Incident investigation process and implement corrective and preventive actions across our organization. Our safety management system includes revising the- Hazard Identification and Risk Assessment (HIRA) document to prevent the recurrence of incidents and mitigate risks. We have a well-established process for identifying near misses, unsafe acts, and unsafe conditions, enabling us to take necessary corrective actions. To identify health and safety risks, we conduct monthly internal audits, safety inspections, and periodic external safety audits. All these procedures are aligned with the ISO 45001 management system standards.

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.

At MIL, the process of stakeholder identification is meticulously structured and executed in the following sequence:

- Determining the purpose of the stakeholder analysis.
- Recognizing potential stakeholders who could influence or be influenced by the business.
- Categorizing stakeholders as internal or external.
- Prioritizing stakeholders based on their impact on the business.
- Gathering information on stakeholder expectations.
- Formulating a stakeholder engagement plan.

This process is a continuous effort that necessitates regular monitoring and engagement. It is designed to ensure that ARE&M is responsive to its stakeholders' needs and is successful in achieving its objectives.

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

Stakeholder Group	Whether identified as Vulnerable and 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
Employees	No	Intranet, Company Communication, Open Houses, Notice Boards, Internal Mobile app, Internal Chat bot etc.,	Intranet – Daily Newsletters- Quarterly, mails & company communication – As and when required	Employee engagement activities, training, awareness, and welfare programs
Customers	No	Regular business meetings, Customer satisfaction surveys, Advertisements, publications, website, app and social media	Frequent and need-based	New product developments, customer satisfaction, grievance redressal,
Suppliers	No	Regular business meetings & supplier meets (including supplier sustainability workshops)	Frequent and need-based.	Business-related discussions, awareness and training programs, workshops and seminars, supplier sustainability
Local community	Yes	Rajanna Foundation, Krishnadevaraya Educational and Cultural Association (KECA), community meetings, newspapers	Frequent and need based	CSR projects delivery, managing community expectations & demands

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-2024 Current Financial Year			FY 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	462	462	100%	392	392	100%
Other than Permanent	12	12	100%	21	21	100%
Total Employees	474	474	100%	413	413	100%
Workers						
Permanent	1212	1212	100%	894	894	100%
Other than Permanent	0	0	0	0	0	100%
Total Workers	1212	1212	100%	894	894	100%

* Large scale Integration programs on organizational values, on-line sessions on organisation policies, training programs on Humans Rights and workplace health, safety & POSH

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

Category	FY 2023-2024 Current Financial Year					FY 2022-23 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										
Male	432	0	0%	432	100%	362	0	0%	362	100%
Female	30	0	0%	30	100%	30	0	0%	30	100%
Other than Permanent										
Male	11	0	0%	11	100%	17	0	0%	17	100%
Female	1	0	0%	1	100%	4	0	0%	4	100%
Workers										
Permanent										
Male	1103	0	0%	1103	100%	848	0	0%	848	100%
Female	109	0	0%	109	100%	46	0	0%	46	100%
Other than Permanent										
Male	0	-	-	-	-	0	-	-	-	-
Female	0	-	-	-	-	0	-	-	-	-

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

Employees other than BoD and KMP:

	Male		Female	
	Num ber	Median remuneration/ salary/ wages of respective category (INR)	Num ber	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors (BoD)	5	1,72,500	1	Nil
Key Managerial Personnel	4	66,56,789	0	0
Employees other than BoD&KMP	439	5,20,030	31	4,13,358
Workers	1103	2,75,364	109	2,38,416

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

Yes, MIL prioritizes upholding and safeguarding of human rights, and we have a zero-tolerance policy towards any violations related to human rights. Guidelines incorporated in the Code of Conduct & Ethics, as well as HR policies and processes specifically address this subject.

To ensure that human rights are respected across the organization, we have put in place a process through which red flags related to Human Rights can be reported. Such incidents are thoroughly investigated by an Internal Complaints Committee or Ombudsperson. The internal committee also ensures that the impacts of human rights violations are managed and addressed appropriately.

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

At MIL, we deeply value and prioritize human rights. We are committed to promoting fair and ethical business and employment practices by actively supporting, safeguarding, and advocating for human rights. Our strict policy reflects zero tolerance for any form of slavery, forced labour, child labour, human trafficking, or any type of physical, sexual, psychological, or verbal abuse.

To ensure our commitment, we have implemented a comprehensive set of human rights policies. These policies include No Harassment at Workplace, Equal Opportunity for Employment and Diversity, Prevention of Child Labor, Discrimination and Equal Opportunities, and Prevention of Sexual Harassment. These policies serve as a clear demonstration of our dedication to upholding and protecting human rights in every aspect of our operations.

The mechanisms for redressing grievances concerning human rights are implemented through the following policies:

Grievance Redressal Policy: MIL has established a policy to address concerns and to foster a healthy and cohesive work culture among Amara Raja Group employees. Through mutual trust and timely grievance resolution, this policy strives to improve employee and organizational performance. The policy provides a systematic procedure for addressing grievances, and amicable and speedy remedies for all employees.

Prevention of Sexual Harassment Policy (POSH): The Management has formed an Internal Complaints Committee (ICC) to investigate and resolve complaints of sexual harassment.

The proper channels have been provided for workers and employees to discuss any workplace-related complaints with their individual HR. There is also a provision of an escalation matrix if their concerns are not satisfactorily resolved.

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

	FY 2023-2024 Current Financial Year			FY 2022-2023 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.

At MIL, we maintain a zero-tolerance policy when it comes to workplace harassment. We strongly encourage employees to promptly report any incidents of harassment to the appropriate authority. Upon receiving a report, we shall conduct a thorough investigation and take appropriate action.

To address complaints of sexual harassment, we have established an independent Internal Complaints Committee. This committee operates autonomously and ensures the protection of employees from victimization. Its members are dedicated to resolving grievances in a peaceful and conciliatory manner. Additionally, we have appointed an Ombudsperson to handle the received complaints. All complaints are treated with utmost confidentiality, and the complainant's identity remains anonymous throughout the process. Furthermore, we strictly prohibit any form of retaliation against individuals who make a complaint, report of harassment in good faith, and those who participate in the investigation process.

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

Yes, our Supplier Code of Conduct aligns to the globally recognized standards such as the Core Conventions of ILO, UN's Universal Declaration of Human Rights, and UN Global Compact Principles, as well as other relevant industry standards and statutory requirements.

9. Assessments of the year

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

No significant risks were reported in the assessment.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. 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)
Total electricity consumption (A)	68,711	76,990
Total fuel consumption (B)	15,655	16,586
Energy consumption through other sources (C)	24438	7847
Total energy consumption (A+B+C)	1,08,804	1,01,423
Energy intensity per Crore of turnover (Total energy consumption (GJ / turnover in crore rupees)	95.37 GJ/Cr	111.76 GJ/Cr

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 however internal assurance was carried out by Amara Raja Group Sustainability team.

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, the organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

3. 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)
Water withdrawal by source (in kilolitres)		
(i) Surface water (harvested rainwater)	0	0
(ii) Groundwater	170117	108245
(iii) Third party water (Municipal water supplies)	4956	5077
(iv) Seawater / desalinated water	0	0
(v) Others (Packaged Drinking water)		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	175072	113321
Total volume of water consumption (in kiloliters) *	175072	113321
Water intensity per crore of turnover (Water consumed / turnover in crores)	153.53 KL/Cr	124.87 KL/Cr

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, however internal assurance was carried out by Amara Raja Group Sustainability team.

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

No.

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

*PM mentioned as PM10 and PM2.5

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	µg/m3	21.47	22.00
SOx	µg/m3	16.03	18.2
Particulate matter* (PM10)	µg/m3	25.3	24.3
Particulate matter (PM2.5)	µg/m3	62.53	56.4
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.

No, however internal assurance was carried out by Amara Raja Group Sustainability team.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tons of CO2 equivalent</i>	1033	1004
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tons of CO2 equivalent</i>	13551	15184
Total Scope 1 and Scope 2 emissions per Crore of turnover		12.79	17.84

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, however internal assurance was carried out by Amara Raja Group Sustainability team.

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

The company has initiated outsourcing of renewable energies, installed roof top solar in one plant as a pilot and remains dedicated to energy efficiency improvement. This commitment is demonstrated through the upgrading of process technology, efficient production scheduling, and the implementation of various energy-saving initiatives. A few initiatives are mentioned below.

Renewable energy initiatives:

- Commissioning of 0.9 MW of Roof top solar infrastructure with investment of Rs 4.2 Cr resulted in saving of 4,70,980 kWh.
- Outsourcing of Solar & Wind renewable energy of 63,17,159 kWh

Avoided 4,820 Tons of CO2 emissions in 2023-24.

MIL has achieved energy savings of 48,217 kWh by implementing the below Energy Conservation programs.

- ✓ LPG consumption reduction in Metal Fabrication manual Powder coating process
- ✓ Optimization of LPG consumption in Auto Components Plating & coating process
- ✓ Power factor improvement in SDB level
- ✓ Replacing of IE4 motors in place of IE2
- ✓ Capacity utilization and change over optimization in Heat treatment process.
- ✓ Optimization of Air Pressures and ensuring zero leakages

8. 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)
Total Waste generated (in metric tons)		
Plastic waste (A)	42	47
E-waste (B)	0	0
Bio-medical waste (C)	0.02	0.02
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. (G)	799	795
Other Non-hazardous waste generated (H) . MS Scrap + Aluminum scrap (Break-up by composition i.e. by materials relevant to the sector)	6721	3346
Total (A+B + C + D + E + F + G + H)	7563	4188

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	7286	3597
(ii) Re-used*	0	0
(iii) Other recovery operations	0	0
Total	7286	3597
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	0	41.5
(ii) Landfilling	277	549.5
(iii) Other disposal operations	0	0
Total	277	591

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, however internal assurance was carried out by Amara Raja Group Sustainability team.

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.

MIL has implemented a waste classification system to manage the disposal and recycling of waste materials. We prioritize recycling and timely disposal of waste, using third-party contractors for controlled disposal. Solid waste is categorized into hazardous and non-hazardous, and the team follows established procedures to collect and store waste in designated bins. The production plant has a temporary storage area for solid waste, with relevant signs and measures in place to prevent pollution and leakage.

Hazardous waste is handled according to the Hazardous Waste Management Rule, 2020. Authorized agencies handle hazardous waste transportation, and a waste registry is maintained to track proper handling. Hazardous waste like ETP sludge is directed to Cement Industries for co-processing. Non-hazardous waste including plastic packaging, scrap paint powder, waste or residues containing oil and metal scrap, are forwarded to authorized recyclers.

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:

S. 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.
MIL does not conduct any activities or operations in areas that are considered ecologically sensitive			

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

MIL does not have any green-field projects in the current reporting period which requires EIA according to the EIA notification, 2006.

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, MIL is in adherence to all relevant environmental laws, regulations, and guidelines.

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
NA*				

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 and industry chambers/ associations.

The Company is a member of 03 trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	State
2	Tool And Gauge Manufacturers Association (TAGMA)	National
3	Quality Circle Forum of India (QCFI)	National

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

There have been no instances where regulatory authorities have issued adverse orders regarding anti-competitive conduct.

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.

We are not required to carry out our Social Impact Assessments as per law.

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					

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

S. No.	Name of Project for which RandR is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by RandR	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement projects are on-going at MIL						

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

We have established a formal community grievance management process that outlines the steps to be followed when we receive written or verbal complaints or grievances regarding our own operations and/or contractors. This process is designed to ensure that complaints and grievances are handled in a culturally sensitive, respectful, timely, and consistent manner. Additionally, our CSR personnel actively gather on-site feedback and suggestions from the communities to address any concerns raised. Through this mechanism, we receive, acknowledge, assess, assign, investigate, and respond to all community grievances.

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

We firmly believe that fostering a thriving and resilient MSME (micro, small, and medium-sized enterprise) ecosystem is vital for the economic advancement and prosperity of our nation. With this conviction, MIL actively engages with several small and medium-sized enterprises located in the vicinity of our manufacturing and service operations. Our objective is to procure a diverse range of goods and services, thereby supporting and contributing to the growth of these enterprises.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	28%	32%
Sourced directly from within the district and neighboring districts	72%	65%

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.**

At MIL, we prioritize customer complaints and recognize the importance of being responsive, transparent, and solution-oriented in resolving them effectively and to the satisfaction of our customers. We have implemented a customer SPOC for handling the complaints that systematically records and addresses grievances related to our products, quality, service, and other relevant matters.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

We supply metal components to OEMs as per designs and provide relevant safe handling & storage information on need basis.

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

MIL has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices, and unfair trade practices during the financial year 2022-23 and 2023-24.

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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	Nil					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

No such instances of product recall were reported on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

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. The Company's Information Security Policy and Data Protection Policy comply with the ISO 27001 framework. This policy is hosted on the company's internal servers & is accessible to all internal stakeholders.

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