

# Mangal Industries Limited

## Business Responsibility & Sustainability Reporting

### MIL – Standalone Basis – Financial Year 2025 (Apr'24 to Mar'25)



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# Mangal Industries Ltd

## Business Responsibility and Sustainability Report – FY25

### 1. Section A: General Disclosures (All Essential Indicators)

*Question A1 to A15: Details of the Listed Entity*

A.1-A.15	Details of Listed Entity	
<b>A.1</b>	Corporate Identity Number (CIN) of the Listed Entity	U15122AP1990PLC011932
<b>A.2</b>	Name of the organization	Mangal Industries Limited (Amara Raja Group Company)
<b>A.3</b>	Date of incorporation	1990
<b>A.4</b>	Registered office address	Renigunta-Cuddapah Road, Karakambadi, Tirupati, Andhra Pradesh – 517520 India
<b>A.5</b>	Corporate address	TERMINAL A, 1-18/1/AMR/NR, Nanakramguda, Gachibowli, Hyderabad – 500032 India.
<b>A.6</b>	E-mail	gv9@amararaja.com
<b>A.7</b>	Telephone	0877-2265000
<b>A.8</b>	Website	<a href="https://www.mangalindustries.com/">https://www.mangalindustries.com/</a>
<b>A.9</b>	Reporting period for the information provided	2024-25
<b>A.10</b>	Name of the Stock Exchange(s) where shares are listed	Not Listed
<b>A.11</b>	Paid-up Capital	13.90 Crs
<b>A.12</b>	Provide the contact point for questions regarding the report or its contents	Ganesan V Email – gv9@amararaja.com Phone: 0877-2265000
<b>A.13</b>	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
<b>A.14</b>	Name of assurance provider	Bureau Veritas (India) Private Limited
<b>A.15</b>	Type of assurance obtained	Reasonable Assurance

*Question A16: Details of business activities (accounting for 90% of the turnover):*

A.16 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 (FY25)
1	Manufacturing	Manufacturing Sheet Metal Enclosures, Lead Bushes, High Tensile Fasteners, Hi-Rise Racking Solutions, Plastic Components, Small parts and Molds for Automotive and Industrial applications	100%

*Question A17: Products/Services sold by the entity*

A.17 Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
S. No.	Product/Service	NIC Code	% of total Turnover contributed (FY25)
1	Metal & Metal Products	25991 <sup>1</sup>	69%
2	Lead Bushes	24203	17%
3	Plastics, Small Parts & Tool works	22207	14%

<sup>1</sup> [https://www.ncs.gov.in/Documents/NIC\\_Sector.pdf](https://www.ncs.gov.in/Documents/NIC_Sector.pdf)

*Question A18: Number of locations*

<b>A.18 Number of locations where plants and/or operations/offices of the entity are situated:</b>				
S. No.	Locations	No of Plants	No of Offices	Total
1	National	6	8	14
2	International	0	0	0

*Question A19: Markets served by the entity:*

<b>A.19 Markets Served by the Entity</b>				
<b>a</b>	No of Locations	National (No of States)		18
		International (No of Countries)		7
<b>b</b>	What is the contribution of exports as a percentage of the total turnover of the entity?	1.16%		
<b>c</b>	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, Logistics, Electronics, Home Appliances, Telecom, Railway & Metro, and Industrial.		

*Question A20: Employees:*

<b>A.20.a Details as at the end of Financial Year:</b>								
<b>a. Employees &amp; Workers (Including Differently abled):</b>								
S. No.	Particulars	Total (A)	Male		Female		Others	
			No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)
<b>Employees (Other than Workers)</b>								
1	Permanent (D)	437	403	92%	34	8%	0	0%
2	Other than Permanent (E)	2	2	100%	0	0%	0	0%
3	Total Employees (D+E)	439	405	92%	34	8%	0	0%
<b>Workers</b>								
1	Permanent (D)	1409	1235	88%	174	12%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3	Total Employees (D+E)	1409	1235	88%	174	12%	0	0%
<b>A.20.b Details as at the end of Financial Year:</b>								
<b>b. Differently abled Employees and workers:</b>								
S. No.	Particulars	Total (A)	Male		Female		Others	
			No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)
<b>Employees (Other than Workers)</b>								
1	Permanent (D)	0	0	0%	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3	Total Employees (D+E)	0	0	0%	0	0%	0	0%
<b>Workers</b>								
1	Permanent (D)	10	10	100%	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3	Total Employees (D+E)	10	10	100%	0	0%	0	0%

*Question A21: Participation/Inclusion/Representation of Women:*

A.21 Participation/Inclusion/Representation of women				
S. No.	Women in	Total (A)	Number & % of Females	
			Number (B)	% (B/A)
1	Board of Directors	5 <sup>2</sup>	1	25%
2	Key Management Personnel	3	0	0%

*Question A22: Turnover rate for Permanent Employees & Workers:*

A.22 Turnover rate for permanent employees and workers													
		FY25				FY24				FY23			
		Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
1	Permanent Employees	22%	12%	0%	21%	19%	10%	0%	18%	20%	17%	0%	20%
2	Permanent Workers	6%	5%	0%	6%	7%	12%	0%	8%	7%	13%	0%	7%

*Question A23: Names of holding / subsidiary / associate companies / joint ventures:*

A.23 Names of holding / subsidiary / associate companies / joint ventures:				
S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ JV	% 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	RNGalla Family Pvt Ltd	Holding	100.00%	No

*Question A24: CSR Details: Applicability, Turnover, Net Worth:*

A.24 CSR Details		
a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in Rs. Lakhs)	135566.97
c	Net worth (in Rs.Lakhs)	49268.62

*Question A25: Transparency and Disclosures Compliances:*

A.25 Complaints/Grievances: on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:								
S. No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Y/N) (If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	FY25 Number of complaints pending resolution at close of the year	Remarks	FY24		
						Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
1	Communities	Yes	0	0	NA	0	0	NA
2	Investors	Yes	0	0	NA	0	0	NA
3	Shareholders	Yes	0	0	NA	0	0	NA
4	Employees & Workers <sup>3</sup>	Yes	168	32	Actions in place to close	136	50	Actions in place to close
5	Customers <sup>4</sup>	Yes	64	0	Closed	83	0	Closed
6	Value Chain Partners	Yes	0	0	NA	0	0	NA
7	Others	NA						

<sup>2</sup> Mr. Ashok Galla is both BoD & KMP. Thus, included in BoD only.

<sup>3</sup> 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.

<sup>4</sup> Only major complaints lodged in key OEM Customers

Question A26: Overview of the entity's material responsible business conduct issues:

A.26 Material responsible business conduct issues					
S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive/negative implications)
1	Occupational Health and Safety	Risk	<ul style="list-style-type: none"> <li>Affects the basic right to life and well-being of individuals.</li> <li>Legal repercussions arising out of statutory laws such as the Factories Act and others.</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Health &amp; Safety Management System certified under ISO 45001 covers all sites.</li> <li>Competent Health &amp; Safety teams deployed at all sites.</li> <li>Occupational health services are present at all locations.</li> <li>Special provisions to deal with high-consequence injuries and related rehabilitation measures.</li> <li>Medical insurance covers all employees.</li> <li>Standard Operating Procedures (SOPs) implemented for all critical jobs undertaken by the workforce.</li> <li>World-class emergency and fire management infrastructure</li> </ul>	Negative
2	GHG Emission Management and Climate Change	Risk / Opportunity	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications</li> </ul> <p><b>Opportunity:</b> Reducing dependency on fossil fuels, positive climate impact and increased energy and resource use efficiency</p>	<ul style="list-style-type: none"> <li>Accounting of carbon emissions in accordance with Greenhouse Gas Protocol (GHGP) &amp; ISO 14064</li> <li>Carbon emissions reduction and energy efficiency projects to reduce MIL's carbon footprint.</li> <li>Renewable energy usage in the form of solar &amp; wind power</li> </ul>	Negative / Positive
3	Water Management	Risk/ Opportunity	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>impacts of climate change on future water availability</li> </ul> <p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Cost savings from reduced freshwater usage.</li> <li>Increase in resource use efficiency.</li> </ul>	<p>Improved water management practices such as efficient water utilization, rainwater harvesting and check dams, and the development of climate-resilient water infrastructure.</p> <ul style="list-style-type: none"> <li>Establish RO s or Zero liquid discharge units and reduce dependence on freshwater</li> </ul>	Negative/ Positive
4	Employee Welfare	Opportunity	<ul style="list-style-type: none"> <li>Creating a positive work environment to boost employee productivity, employee well-being, improve recruitment and retention, and to sustain high employee morale</li> </ul>		Positive
5	Compliance	Risk	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>A full-fledged team to monitor and ensure that all our facilities are compliant with all applicable regulations.</li> <li>Regular review of compliance status and prompt action for addressing any potential non-compliances</li> </ul>	Negative
6	Resource Efficiency and Circularity	Risk	<ul style="list-style-type: none"> <li>Scarcity of natural resources leading to rising prices.</li> <li>Raw material procurement impacted due to supply chain disruptions</li> </ul>	<ul style="list-style-type: none"> <li>Circular Economy approach for all our processes.</li> <li>Use of recycled lead and other raw material to the maximum extent in our processes.</li> <li>Resources use efficiency measures to reduce raw material input requirement.</li> <li>Major procurement from localized suppliers to abate supply chain disruptions.</li> </ul>	Negative

## 2. Section B: Management & Process Disclosures

Code	Principle	
<b>P1</b>	Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable
<b>P2</b>	Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
<b>P3</b>	Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
<b>P4</b>	Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
<b>P5</b>	Principle 5	Businesses should respect and promote human rights
<b>P6</b>	Principle 6	Businesses should respect and make efforts to protect and restore the environment
<b>P7</b>	Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>P8</b>	Principle 8	Businesses should promote inclusive growth and equitable development
<b>P9</b>	Principle 9	Businesses should engage with and provide value to their consumers in a responsible

Question B1 to B6: Policy & Management Processes:

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>B.1.a</b>	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	✓	✓	✓	✓	✓	✓	-	✓	✓
<b>B.1.b</b>	Has the policy been approved by the Board? (Yes/No)	✓	✓	✓	✓	✓	✓	-	✓	✓
<b>B.1.c</b>	Web Link of the Policies, if available	MIL has the following polices and can be located at: <a href="https://www.mangalindustries.com/about-us.html#policies-and-reports">https://www.mangalindustries.com/about-us.html#policies-and-reports</a> <a href="https://www.amararaja.com/code-of-ethics/">https://www.amararaja.com/code-of-ethics/</a> <ul style="list-style-type: none"> <li>• Code of Ethics including Anti-Bribery, Anti-Corruption, Conflict of Interest, No Harassment at Work Place, Equal Opportunity Policy</li> <li>• Working Conditions Policy</li> <li>• Prevention of Child Labour Policy, Prevention of Forced Labour Policy</li> <li>• Human Rights Policy</li> <li>• Training Policy</li> <li>• Skill Development Policy</li> <li>• Policy of Improving Employee Benefits</li> <li>• Grievance Redressal Procedure</li> <li>• Recruitment Policy</li> <li>• Diversity, Equality &amp; Inclusion Policy</li> <li>• Supplier Code of Conduct</li> <li>• Health, Safety &amp; Environment Policy</li> <li>• Environment, Social &amp; Governance Policy</li> <li>• Policy on Prevention of Sexual Harassment</li> <li>• Whistle Blower Policy</li> <li>• Information Security Policy</li> <li>• Induction &amp; Onboarding Policy</li> </ul>								
<b>B.2</b>	Whether the entity has translated the policy into procedures. (Yes / No)	✓	✓	✓	✓	✓	✓	-	✓	✓
<b>B.3</b>	Do the enlisted policies extend to your value chain partners? (Yes/No) <sup>5</sup>	✓	✓	✓	✓	✓	✓	-	✓	✓

<sup>5</sup> Yes. MIL extends its governance and ethical standards to its supply chain through a dedicated Supplier Code of Conduct, ensuring that value chain partners align with the Company's environmental, labour, and ethical expectations.

<p><b>B.4</b></p>	<p>Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>MIL adopts and complies with the following national and international standards.</p> <ul style="list-style-type: none"> <li>• ISO 9001: Quality Management Systems (QMS)</li> <li>• ISO 14001: Environmental Management Systems (EMS)</li> <li>• ISO 45001: Occupational Health and Safety Management Systems (OH&amp;S)</li> <li>• IATF 16949: Quality Management Systems specifically in the automotive industry</li> <li>• EN 15085: Welding Certification for Metal Fabrication</li> </ul> <p>MIL also undergoes regular internal and external audits to assess and enhance the effectiveness of its management systems and policies.</p>
<p><b>B.5</b></p>	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The baseline and target year for the objectives below are FY24-25 &amp; FY25-26 respectively.</p> <p><b>Energy and Carbon</b></p> <ul style="list-style-type: none"> <li>▪ Decrease carbon intensity (scope 1 and 2 emissions) by 9%</li> <li>▪ Reduce energy intensity by 3%.</li> <li>▪ Increase RE Share to 31%.</li> </ul> <p><b>Water</b></p> <p>Reduce specific freshwater consumption by 6%.</p> <p><b>Circular Economy</b></p> <ul style="list-style-type: none"> <li>▪ Reduce waste intensity by 30%.</li> <li>▪ Maintain Zero Waste to Landfill &amp; Incineration</li> </ul> <p><b>Safety and Occupational Health</b></p> <ul style="list-style-type: none"> <li>▪ Continue to be a zero-fatality organization.</li> <li>▪ Reduce LTIFR by 20%.</li> <li>▪ Complete Defensive Driving Training for 100% Employee</li> <li>▪ Exit the year with an overall 60% score in Critical Safety standards</li> <li>▪ Initiate leadership safety audits – one per leader every quarter</li> </ul> <p><b>People</b></p> <p>Improve Gender diversity within the organization to 15%.</p> <p><b>Communities</b></p> <ul style="list-style-type: none"> <li>▪ Construction of Central Kitchen at Thenepalli Complex.</li> <li>▪ Construction of OHC at Thenepalli</li> <li>▪ Ambulance Provided to Chittoor District collectorate.</li> <li>▪ Treatment of Sewage Water of Petamitta Village at MIL Petamitta’s STP Plant.</li> </ul>
<p><b>B.6</b></p>	<p>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>MIL has continued significant progress in its sustainability initiatives:</p> <p><b>Renewable Energy:</b> The Company has increased its reliance on renewable energy sources, such as solar power and Biomass. Currently, renewable energy accounts for 46% of the overall energy mix (Including Biomass).</p> <p><b>Energy Conservation:</b> The Company’s energy conservation measures have led to an 10% decrease in energy intensity.</p> <p><b>Carbon Emissions:</b> There has been 16% decrease in emission intensity.</p> <p><b>Waste Intensity:</b> Achieved Zero Waste to Landfill &amp; Incineration in FY24-25.</p> <p><b>Safety &amp; Occupational Health:</b> MIL has maintained its status as a zero-fatality organization throughout the year. The Company has initiated Behaviour Based Safety (BBS) programme and quarterly assessment of critical risks. Due to these initiatives LTIFR has been maintained as 0.</p> <p><b>Diversity:</b> The gender diversity at MIL currently stands at 11.2%. Diversity targets are included in the business score cards and</p>

KRAs of Key Leaders. Organization wide sensitization workshops have been conducted.

*Question B7 to B9: Governance, Leadership & Oversight:*

**B7 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)**

It gives me great pride to present the Business Responsibility and Sustainability Report (BRSR) of Mangal Industries Limited for FY 2024–25. This report reflects our unwavering commitment to conducting business responsibly, with a focus on environmental stewardship, social inclusivity, and transparent governance.

At Mangal Industries, we believe sustainability is not an additional function, it is at the very heart of how we operate. Over the past year, we have taken significant strides in aligning our operations with the National Guidelines on Responsible Business Conduct (NGRBCs) and international best practices.

Our sustainability agenda is driven by three core priorities: Responsible resource use, Stakeholder well-being, and excellence in Governance.

During FY 2024–25, we delivered measurable progress across our environmental targets. Renewable energy accounted for nearly 46% of our energy consumption including Biomass, while carbon intensity declined by 16% and energy intensity by 10%. We also advanced circularity in our operations, with 97% of lead inputs sourced from recycled material and increased recovery of plastics and copper. These outcomes demonstrate the effectiveness of our structured approach to resource efficiency and climate resilience.

Our commitment towards improving the circularity in our operations resulted in achieving Zero Waste to Landfill & Incineration in FY24-25. We recycled 100% of our Waste generated across the operations of MIL.

Equally important is our focus on people. We maintained a zero-fatality record and enhanced workplace safety through Behavior-Based Safety programs and critical risk assessments. We strengthened inclusivity, raising gender diversity to 11.2%, and remain committed to reaching 15% by FY 2025–26. Our investments in employee well-being, health, and skill development reaffirm our dedication to building a resilient and future-ready workforce.

Our community engagement is channeled through the Rajanna Foundation, the CSR arm of the Amara Raja Group. Through this platform, we continue to advance social development in the regions surrounding our operations. In FY 2024–25, our initiatives in primary healthcare, education, skill development, and social forestry benefitted thousands of individuals from marginalized and vulnerable groups. These programmes are designed to generate enduring socio-economic value, ensuring that our growth is shared equitably with the communities we serve.

Looking forward, we have set ambitious yet achievable goals to deepen our sustainability performance. By FY 2025–26, we aim to enhance the share of renewable energy to 31%, maintain Zero Waste to Landfill, further strengthen workplace safety and critical risk management, improve gender diversity to 15%, and expand the scale and impact of our community development programmes. These commitments reflect our belief that sustainable business practices are fundamental to long-term resilience, stakeholder trust, and value creation

**B8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

The implementation and oversight of business responsibility policies at MIL are led by a dedicated leadership team, chaired by Mr. Sriram S V, CEO of MIL.

**B9 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. MIL has constituted an Executive Sustainability Committee, which is responsible for decision-making and oversight of sustainability-related issues.

The committee is chaired by Mr. Sriram S V, CEO of MIL, and includes Chief Sustainability Officer & other key Business Heads. It meets monthly to evaluate progress, address implementation gaps, and drive the sustainability agenda forward. Core Responsibilities of the Executive Sustainability Committee:

- Define and monitor sustainability KPIs across operations
- Review and evaluate sustainability initiatives, both existing and proposed
- Strengthen sustainability competencies within the organization through training and trend analysis
- Conduct benchmarking exercises to bring external, customer, and industry perspectives
- Develop and implement the MIL Sustainability Framework and Assurance Protocol

*Question B10: Details of Review of NGRBCs by the Company:*

<b>B.10 Details of Review of NGRBCs by the Company:</b>									
<b>Disclosure Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee &amp; Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>								
Performance against above policies and follow up action	MIL conducts periodic and need-based internal reviews of its business responsibility and sustainability policies. These evaluations are conducted by a cross-functional team comprising CEO, CSO, Functional Heads and Business Heads. The objective of these reviews is to assess the effectiveness, relevance, and implementation of the policies. Where gaps are identified, timely updates or corrective actions are initiated to ensure policies remain aligned with evolving regulatory, environmental, and stakeholder expectations.								
Compliance with statutory requirements of relevance to the principles, & rectification of any non-compliances	MIL confirms that it is compliant with all applicable statutory and regulatory requirements relevant to its business and the principles of responsible business conduct.								

<b>B.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.:</b>									
<b>Disclosure Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
Independent assessment/ evaluation of the working of its policies by an external agency	MIL has certifications for ISO 9001, ISO 14001, ISO 45001, IATF 16949, EN15085 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. All certifications are issued by TUV NORD.								

<b>B.12 If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:</b>									
<b>Disclosure Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
The entity does not consider the Principles material to its business (Yes/No)	While MIL currently does not have a standalone Public Advocacy Policy, it actively engages in advocacy efforts that are material to its business and the broader energy storage industry. Advocacy platforms and associations include: 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)									

### 3. Section C: Principle Wise Performance Disclosure

For the purpose of this BRSR report, all indicators with the question number Px.Ex are Essential Indicators & with question number as Px.Lx are Leadership indicators

#### 3.1. Principle 1: Businesses should Conduct and Govern themselves with Integrity and in a manner that is Ethical, Transparent and Accountable

*Question P1.E1 (Essential): Training & awareness programmes on BRSR Principles*

<b>P1.E1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:</b>				
<b>S. No.</b>	<b>Segment</b>	<b>Total number of trainings and awareness programs held</b>	<b>Topic/Principles covered under the training and its impact</b>	<b>% age of persons in respective category covered by the awareness programs</b>
1	Board of Directors	5	DEIB, creating environment where all individuals feel respected, valued and empowered	100%
2	Key Managerial Personnel	3	Code of Conduct (ABAC, Human Rights, Ethics)	100%
3	Employees other than BoD and KMPs	376	Trainings related to Functional, Technical, Soft skills, QHSE, ESG, CI&L, TPM, EnMS & Wellness programs to enhance the employee skills n competencies to perform better and promote health and wellness	100%
4	Workers	296	POSH, Code of Conduct, ABAC, Human Rights, Company Policies, Ethics, Safety, Environment, IMS, SAP, 5S, TPM, QC, Health	100%

*Question P1.E2 (Essential): Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs)*

<b>P1.E2 Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:</b>					
<b>Aspect</b>	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
<b>Monetary</b>					
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding fee			Nil		
<b>Non-Monetary</b>					
Imprisonment					
Punishment			Nil		

*Question P1.E3 (Essential): Of the instances disclosed in above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:*

<b>P1.E3 Of the instances disclosed in P1.E2, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.</b>		
<b>S No</b>	<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
		Not applicable

*Question P1.E4 (Essential): Antibribery Policy:*

<b>P1.E4</b>	<b>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.</b>
	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: <a href="https://www.amararaja.com/about/code-of-ethics">https://www.amararaja.com/about/code-of-ethics</a>

*Question P1.E5 (Essential): Non-Compliances to Anti-Bribery Policy:*

<b>P1.E5</b>	<b>Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:</b>			
S No	Level	FY25		FY24
1	Directors	Nil		Nil
2	KMPs	Nil		Nil
3	Employees	Nil		Nil
4	Workers	Nil		Nil

*Question P1.E6 & P1.E7 (Essential): Conflict of Interest*

<b>P1.E6</b>	<b>Details of complaints with regard to conflict of interest: BoD &amp; KMP</b>				
S No	Level	FY25		FY24	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

<b>P1.E7</b>	<b>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</b>
	Not Applicable

*Question P1.E8 (Essential): Number of days of accounts payables:*

<b>P1.E8</b>	<b>Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:</b>		
		FY25	FY24
1	Number of days of accounts payables	41.29	47.78

*Question P1.E9 (Essential): Open-ness to Business:*

<b>P1.E9</b>	<b>Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances &amp; investments, with related parties, in the following format:</b>			
S No	Parameters	Metrics	FY25	FY24
1	Concentration of Purchases	a. Purchases from trading houses as % of total purchases	45%	30%
		b. Number of trading houses where purchases are made from (Nos)	376	396
		c. Purchases from top 10 trading houses as % of total purchases from trading houses	90%	85%
2	Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
		b. Number of dealers / distributors to whom sales are made (Nos)	NA	NA
		c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA

<b>3</b>	Share of RPTs in	a. Purchases	0.05%	0.01%
		b. Sales	34%	40%
		c. Loans & Advances	0%	0%
		d. Investments	0%	0%

*Question P1.L1 (Leadership): Awareness programmes conducted for value chain partners*

<b>P1.L1 Awareness programmes conducted for value chain partners on any of the Principles during the financial year:</b>			
S. No.	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
<b>1</b>	6	ESG, BRSR, Water, Waste, Safety etc	60%

*Question P1.L2 (Leadership): Processes to avoid/manage Conflicts of Interest*

<b>P1.L2</b>	<b>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.</b>
	Yes. MIL is following comprehensive Code of Conduct for its Board of Directors and Senior Management Team under the Companies Act 2013.

**3.2. Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.**

*Question P2.E1 (Essential): Investments in technologies that minimize Environmental & Social Impacts*

<b>P2.E1 Percentage of R&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made by the entity, respectively.</b>				
S No	Expenditure	FY25	FY24	Details of improvements in environmental and social impacts
<b>1</b>	R&D	0%	0%	NA
<b>2</b>	CAPEX	9.6%	3.99% <sup>6</sup>	<p><b>Energy Efficient Projects:</b> Energy Efficient Motors, Capacitor Bank, Electric Forklifts &amp; Pallet Loaders, Electrical Mast, Boiler Refurbishments etc</p> <p><b>Water Initiatives:</b> RO, STP, Dual Media Water Filters &amp; Activated Carbon Filters</p> <p><b>Employee Amenities:</b> Amenities Buildings, Tea Points, CCTV Cameras, Water Coolers, HVAC Systems.</p> <p><b>Air Pollution Control:</b> Pollution Monitors, Wet Scrubber Driers, Optical Emission Spectrometer etc</p> <p><b>Safety Initiatives:</b> Firefighting Systems, Lifelines, Fire Detection Systems, Fire Protection Systems etc.</p>

<sup>6</sup> Data for FY24 changed due to change in Standard Operating Procedure in calculating the CAPEX Expenditure for Environment & Social related improvements.

*Question P2.E2 (Essential): Sustainable Sourcing*

P2.E2 Sustainable Sourcing	
Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
<p>If yes, what percentage of inputs were sourced sustainably?</p>	<p>MIL is implementing its Sustainable Procurement Policy across all suppliers, vendors, and input materials. The policy encompasses a wide range of sustainability criteria, including:</p> <ul style="list-style-type: none"> <li>Ethical practices and business integrity</li> <li>Human rights and social responsibility</li> <li>Health, safety, and environmental protection</li> <li>Local community engagement and development</li> <li>Promotion of green products and processes</li> <li>Adherence to quality, and legal compliance</li> </ul> <p>This approach underscores the commitment to sustainability and responsible business practices. It is a testament to the dedication towards fostering a sustainable and ethical business environment. MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26</p>

*Question P2.E3 & P2.E4 (Essential): Safe Reclamation of Products & Packaging Materials & Extended Producer Responsibility*

P2.E3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste		
S No	Type	Process of Reclaim
1	Plastics (Including Packaging)	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.
2	E-Waste	
3	Hazardous Waste	
4	Other Waste	

P2.E4 Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	
No	

*Question P2.L1 & P2.L2 (Leadership): Life Cycle Assessment*

P2.L1 Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?						
S. No.	NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
1	To be planned in FY26-27					

P2.L2 If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.			
S No	Name of Product / Service	Description of the risk / concern	Action Taken
1	Not Applicable		

Question P2.L3 (Leadership): Recycled Input Materials used:

P2.L3 Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).			
	Indicate Input Material	FY25	FY24
1	Recycled Lead	97.26%	74%
2	Recycled Plastic	2.71%	0.73%
3	Recycled Copper	7.13%	4.5%

Question P2.L4 (Leadership): Usage of Reclaimed Products

P2.L4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:							
S No	Reclaimed Material	FY25			FY24		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
1	Plastics (including packaging)	Not Applicable					
2	E-Waste						
3	Hazardous waste						
4	Other waste						

Question P2.L5 (Leadership): Quantity of Reclaimed Products & Packaging Material or Quantity of Products Sold

P2.L5 Reclaimed products and their packaging materials (as percentage of products sold) for each product category			
	Indicate Product Category	% of reclaimed products and their packaging materials	
		FY25	FY24
1		Not Applicable	

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

Question P3.E1 (Essential): Well-being of Employees & Workers

P3.E1.a Details of measures for the well-being of employees & workers:											
a. % of Employees Covered											
Category	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)
<b>Permanent Employees</b>											
Male	403	403	100%	403	100%	NA	NA	403	100%	0	0%
Female	34	34	100%	34	100%	34	100%	NA	NA	16	47%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	437	437	100%	437	100%	34	8%	403	92%	16	4%
<b>Other than Permanent Employees</b>											
Male	2	2	100%	2	100%	NA	NA	2	100%	0	0%
Female	0	0	100%	0	100%	0	0%	0	NA	0	0%
Others	0	0	0%	0	0%	0	0%	0	100%	0	0%
Total	2	2	100%	2	100%	0	0%	2	100%	0	0%

<b>P3.E1.b Details of measures for the well-being of employees &amp; workers:</b>											
<b>b. % of Workers Covered</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health Insurance</b>		<b>Accident Insurance</b>		<b>Maternity Benefits</b>		<b>Paternity Benefits</b>		<b>Day Care Facilities</b>	
		<b>No (B)</b>	<b>% (B/A)</b>	<b>No (C)</b>	<b>% (C/A)</b>	<b>No (D)</b>	<b>% (D/A)</b>	<b>No (E)</b>	<b>% (E/A)</b>	<b>No (F)</b>	<b>% (F/A)</b>
<b>Permanent Workers</b>											
Male	1235	1235	100%	1235	100%	0	0%	1235	100%	0	0
Female	174	174	100%	174	100%	174	100%	0	0%	51	29%
Others	0	0		0	0%	0	0%	0	0%	0	0
<b>Total</b>	<b>1409</b>	<b>1409</b>	<b>100%</b>	<b>1409</b>	<b>100%</b>	<b>174</b>	<b>12%</b>	<b>1235</b>	<b>88%</b>	<b>51</b>	<b>4%</b>
<b>Other than Permanent Workers</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Others	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

<b>P3.E1.c Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –</b>			
		<b>FY25 (%)</b>	<b>FY24 (%)</b>
<b>1</b>	Cost incurred on well-being measures as a % of total revenue of the company	0.26%	0.70%

*Question P3.E2 (Essential): Retirement Benefits*

<b>P3.E2 Details of retirement benefits, for Current FY and Previous Financial Year.</b>							
<b>S No</b>	<b>Benefits</b>	<b>FY25</b>			<b>FY24</b>		
		<b>No. of employees covered as a % of total employees</b>	<b>No. of employees covered as a % of total employees</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of employees covered as a % of total employees</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>
<b>1</b>	PF	100%	100%	Y	100%	100%	Y
<b>2</b>	Gratuity	100%	100%	Y	100%	100%	Y
<b>3</b>	ESI	9%	73%	Y	12%	76%	Y
<b>4</b>	Others – Superannuation Fund	100%	100%	Y	100%	100%	Y

*Question P3.E3 (Essential): Accessibility of Workplaces*

<b>P3.E3</b>	<b>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.</b>
	<p>MIL is committed to fostering an inclusive and accessible workplace for all employees and workers, irrespective of physical abilities. In alignment with the Rights of Persons with Disabilities Act, 2016, the company ensures that its premises are increasingly accessible.</p> <p>As part of this commitment, MIL is actively enhancing its facilities by introducing accessibility-oriented amenities at its plants and office locations. These efforts reflect the company's ongoing focus on building a diverse, equitable, and inclusive work environment.</p>

*Question P3.E4 (Essential): Equal Opportunity Policy*

<b>P3.E4</b>	<b>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.</b>
	<p>MIL upholds a strong commitment to its Equal Opportunity Policy, in full compliance with the Rights of Persons with Disabilities Act, 2016. The company ensures that all qualified individuals are considered for employment and advancement based solely on merit, without any discrimination based on:</p> <ul style="list-style-type: none"> <li>• Physical or mental ability</li> <li>• Caste, creed, gender, race, color, or religion</li> <li>• Socioeconomic background or personal identity</li> </ul>

The company's Human Resources recruitment policies and selection processes are designed to provide equal access to opportunities for all, including persons with disabilities. The Equal Opportunity Policy is publicly available at the following web link: <https://www.amararaja.com/code-of-ethics/>

*Question P3.E5 (Essential): Return to work and Retention rates of permanent employees and workers that took parental leave.*

<b>P3.E5 Return to work and Retention rates of permanent employees and workers that took parental leave</b>						
S No	Gender	FY25			FY24	
		Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate	
<b>Permanent Employees</b>						
1	Male	100%	100%	100%	100%	
2	Female	100%	100%	100%	100%	
3	Total	100%	100%	100%	100%	
<b>Permanent Workers</b>						
1	Male	100%	100%	100%	100%	
2	Female	100%	100%	100%	100%	
3	Total	100%	100%	100%	100%	

*Question P3.E6 (Essential): Grievance Redressal Mechanisms*

<b>P3.E6</b>	<b>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.</b>
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes, 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. Open Dialogue Platforms:

- Company Communication Meets, Plant Communication Meets, Open Forums

These interactive platforms serve as regular touchpoints for employees and workers to express concerns, provide feedback, and engage with leadership in a safe and inclusive environment.

*Question P3.E7 (Essential): Employees and Workers in Union or Association*

<b>P3.E7 Membership of employees and worker in association(s) or Unions recognized by the listed entity:</b>							
S No	Category	FY25			FY24		
		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)
1	Total Permanent Employees	437	0	0%	462	0	0%
2	Male	403	0	0%	432	0	0%
3	Female	34	0	0%	30	0	0%
4	Others	0	0	0%	0	0	0%
5	Total Permanent Workers	1409	0	0%	1212	0	0%
6	Male	1235	0	0%	1103	0	0%
7	Female	174	0	0%	109	0	0%
8	Others	0	0	0%	0	0	0%

*Question P3.E8 (Essential): Trainings given to Employees and Workers*

<b>P3.E8 Details of training given to employees and workers:</b>											
S No	Category	FY25					FY24				
		Total	On Health & Safety Measures		On Skill Upgradation		Total	On Health & Safety Measures		On Skill Upgradation	
<b>Employees</b>											
1	Male	403	403	100%	403	100%	432	432	100%	432	100%
2	Female	34	34	100%	34	100%	30	30	100%	30	100%
3	Others	0	0	0%	0	0%	0	0	0%	0	0%
4	Total	437	437	100%	437	100%	462	462	100%	462	100%
<b>Workers</b>											
5	Male	1235	1235	100%	1235	100%	1103	1103	100%	1103	100%
6	Female	174	174	100%	174	100%	109	109	100%	109	100%
7	Others	0	0	0%	0	0%	0	0	0%	0	0%
8	Total	1409	1409	100%	1409	100%	1212	1212	100%	1212	100%

*Question P3.E9 (Essential): Performance and Career Development Reviews*

<b>P3.E9 Details of performance and career development reviews of employees and worker:</b>							
S No	Category	FY25			FY24		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Permanent &amp; Non-Permanent Employees</b>							
1	Male	403	403	100%	432	432	100%
2	Female	34	34	100%	30	30	100%
3	Others	0	0	0%	0	0	0%
4	Total	437	437	100%	462	462	100%
<b>Permanent Workers</b>							
5	Male	1235	1235	100%	1103	1103	100%
6	Female	174	174	100%	109	109	100%
7	Others	0	0	0%	0	0	0%
8	Total	1409	1409	100%	1212	1212	100%

*Question P3.E10 (Essential): OHS Management System*

<b>P3.E10 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.</b>	
<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>	<p>Yes, we have implemented a formal Occupational Health &amp; Safety Management System (OHSMS) based on ISO 45001 that covers all our manufacturing facilities.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>Yes, MIL employs a structured Hazard Identification and Risk Assessment (HIRA) methodology. This process is carried out by cross-functional teams including operations, maintenance, and safety personnel.</p> <p>To ensure safe operations well defined operation control procedures are developed. The comprehensive management system includes:</p> <ul style="list-style-type: none"> <li>• Development and enforcement of Standard Operating Procedures (SOPs)</li> <li>• Use of work permit systems and operational controls</li> <li>• Documented emergency preparedness plans</li> <li>• Monthly Health, Safety &amp; Environment (HSE) Council meetings to review top risks and safety performance</li> <li>• Critical risk identification through incident trends / statistics and implementation of corporate critical safety standards</li> <li>• Mandatory safety induction, ongoing trainings, and skill gap assessments</li> <li>• Regular safety audits and inspections, with prompt corrective actions</li> <li>• Gemba Walks by Senior Management to ensure HSE practices implementation at sites</li> </ul>

<p>c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Yes. MIL promotes a culture of proactive safety communication. Employees and workers can report hazards through dialogue during:</p> <ul style="list-style-type: none"> <li>• The HSE Committee</li> <li>• Safety rounds and leadership interactions</li> <li>• GEMBA walks</li> <li>• A dedicated mobile application (part of MIL’s ESG performance platform), enabling real-time reporting of hazards, unsafe conditions, or near-misses</li> </ul> <p>Additionally, safety training is delivered through multiple formats including induction programs, toolbox talks, classroom sessions, and webinars. A training calendar is developed annually based on skill gap assessments.</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes. MIL ensures that all employees have access to medical and healthcare services, including those not limited to occupational health needs.</p>

*Question P3.11 (Essential): Safety Related Incidents*

<b>P3.E11 Details of safety related incidents, in the following format:</b>			
<b>Safety Incident / Number</b>	<b>Category</b>	<b>FY25</b>	<b>FY24<sup>7</sup></b>
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	1	5
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

*Question P3.E12 (Essential): Measures to Ensure Safe & Healthy Workplace*

<b>P3.E12 Describe the measures taken by the entity to ensure a safe and healthy workplace.</b>
<p>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.</p> <p>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.</p> <p>To ensure a safe working environment, the following measures have been implemented:</p> <ol style="list-style-type: none"> <li>1. Work Permit System.</li> <li>2. Workplace safety audit by internal &amp; External teams.</li> <li>3. Periodical inspection of lifting Tools and Tackles and pressure vessels by a competent authority.</li> <li>4. Safety Committee meetings.</li> <li>5. Trainings to enhance a culture of safety.</li> <li>6. Behaviour-based safety (BBS) practices at all locations.</li> <li>7. Drills for emergency preparedness and response.</li> <li>8. Inspection of engineering controls, lifting tools and material handling equipment controls.</li> <li>9. Lock Out and Tag Out for energy isolation.</li> <li>10. Monitoring of workplace noise and illumination levels.</li> </ol>

<sup>7</sup> Data for FY24 changed due to change in Standard Operating Procedure in calculating the Incident Recording & LTIFR.

11. Risk assessment for all activities and new initiations.  
 12. State-of-the-art occupational health Center with 24x7 operations.  
 13. Machinery safety controls-Interlocks, sensors, Pull chord etc.,  
 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.

*Question P3.E13 (Essential): Complaints by Employees and Workers*

<b>P3.E13 Number of Complaints on the following made by employees and workers:</b>							
S No	Category	FY25			FY24		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
1	Working Conditions	11	0	Closed	33	0	Closed
2	Health & Safety	157	32	Actions in place to close the Observations	103	50	Actions in place to close the Observations

Note: The figures encompass the suggestions that the company has garnered related to safety enhancements and workplace betterment. The company's reporting structure is characterized by its robustness and transparency, providing diverse channels for communication, including a mobile platform and toolbox talks. Furthermore, the company convenes regular Health, Safety, and Environment (HSE) council meetings to deliberate on matters concerning health and safety.

*Question P3.E14 (Essential): Assessment of Plants & Offices for Health, Safety & Working Conditions*

<b>P3.E14 Assessments for the year:</b>	
Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

*Question P3.E15 (Essential): Corrective Actions based on Assessments as per P3.E14*

<b>P3.E15</b>	<b>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 &amp; safety practices and working conditions.</b>
	<ul style="list-style-type: none"> <li>We follow a robust Incident investigation process and implement corrective and preventive actions across our organization.</li> <li>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.</li> </ul>

*Question P3.L1 (Leadership): Extension any life insurance or any compensatory package in the event of death*

<b>P3.L1</b>	<b>Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).</b>
Employees	Yes MIL provide Group term life insurance & Benevolent Fund for all the employees & workers. <b>Group Life Cover Policy (GTLI):</b> We provide a Group Life Cover Policy which extends financial security to our employees' dependents in the event of loss of life during their employment with the Amara Raja Group. Each person is covered since their date of joining. The payout includes 36 months of the last drawn gross salary. The premium and associated costs for this insurance coverage and policy are borne by us.

Workers	<p><b>Group Personal Accident Policy (GPA):</b> We make this policy available to all employees and include benefits for temporary total disability, permanent total disability, permanent partial disability, and accidental death. Each employee is insured for a sum which is available for meeting claims to cover the impact of disability or death arising out of accidents. The coverage starts from the date of joining of the employee.</p> <p><b>Benevolent Fund Policy:</b> Regular employees and those under probation are eligible for benefits under this policy. The benefits include retirement benefits, disablement benefits, death benefits and benefits related to critical ailments.</p>
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*Question P3.L2 (Leadership): Measures undertaken to ensure that statutory dues have been deducted and deposited by the value chain partners.*

<b>P3.L2</b>	<b>Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.</b>
MIL enforces compliance through its Supplier Code of Conduct (SCoC), which mandates that all value chain partners have to abide by our Supplier Code of Conduct wherein they commit to ensure statutory dues have been deducted and deposited by them.	

*Question P3.L3 (Leadership): Employees / workers having suffered high consequence work-related injury / ill-health / fatalities.*

<b>P3.L3</b>		<b>Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:</b>			
S No	Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY25	FY24	FY25	FY24
1	Employees	0	0	0	0
2	Workers	0	0	0	0

*Question P3.L4 (Leadership): Transition Assistance Programs*

<b>P3.L4</b>	<b>Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)</b>
<p>Yes. MIL facilitates continued employability and smooth transition post-retirement through structured programs focused on financial literacy and retirement readiness.</p> <p>Key Initiatives:</p> <ul style="list-style-type: none"> <li>• Financial Market Literacy Sessions: Conducted in collaboration with banking experts, these sessions guide employees—especially retirees—on investment fundamentals and government-backed financial schemes.</li> <li>• Biannual Employee Awareness Programs: Covering benefits such as: <ul style="list-style-type: none"> <li>✓ Superannuation Scheme (SAS)</li> <li>✓ Gratuity</li> <li>✓ Provident Fund (PF)</li> <li>✓ Benevolent Fund</li> <li>✓ Leave Encashment</li> <li>✓ Post-Retirement Benefits</li> </ul> </li> </ul> <p>These programs reinforce MIL’s long-term commitment to employee wellbeing and financial empowerment, even beyond active employment.</p>	

*Question P3.L5 (Leadership): Assessment of Value Chain Partners for Health, Safety and Working Conditions*

<b>P3.L5 Details on assessment of value chain partners:</b>	
<b>Assessment</b>	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and Safety practices	MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26
Working Conditions	

*Question P3.L6 (Leadership): Corrective Actions based on Assessments as per P3.L5*

<b>P3.L6</b>	<b>Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.</b>
	MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26

**3.4. Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.**

*Question P4.E1 (Essential): Identification of Key Stakeholder Groups*

<b>P4.E1</b>	<b>Describe the processes for identifying key stakeholder groups of the entity.</b>
	<p>At MIL, stakeholder identification is approached as a strategic and iterative process, ensuring that the Company continuously understands and responds to the evolving needs of those who impact or are impacted by its operations. The process is executed through a structured methodology comprising the following key steps:</p> <ul style="list-style-type: none"> <li>• Establishing the Purpose of Stakeholder Analysis: Define the objectives of the engagement to align it with business goals and ESG priorities.</li> <li>• Identifying Potential Stakeholders: Map individuals, groups, or organizations that can influence or are influenced by MIL’s operations, products, or policies.</li> <li>• Classifying Stakeholders: Stakeholders are segmented into internal (e.g., employees, management) and external (e.g., investors, customers, communities, regulators).</li> <li>• Prioritizing Stakeholders: Stakeholders are assessed and ranked based on their level of influence, interest, and impact on the Company’s business.</li> <li>• Understanding Stakeholder Expectations: Regular feedback mechanisms, surveys, and consultations are used to gather insights on stakeholder concerns and expectations.</li> <li>• Developing a Stakeholder Engagement Plan: A formal engagement framework is designed to ensure meaningful, consistent, and transparent communication.</li> </ul> <p>This process is not static but is subject to periodic reviews and updates, enabling MIL to adapt to changing external dynamics and stakeholder needs, while also promoting inclusive and responsible decision-making.</p>

*Question P4.E2: Stakeholder Engagement:*

<b>P4.E2 List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.</b>					
<b>S. No.</b>	<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
1	Investors/ Funders/ Shareholders	No	Annual Reports and Advertisements	Annual	Business performance updates, strategic plans, compliance disclosures

2	Vendors/ Suppliers/ Contractors/ Sellers	No	Business meetings, Supplier meets, Sustainability workshops	Frequent and need-based	Business discussions, supplier awareness and training, sustainability programs
3	Customers	No	Business meetings, Customer surveys, Advertisements, Publications, Website, App, social media	Frequent and need-based	Product launches, customer satisfaction, grievance redressal, service support, product health checks
4	Local Communities	Yes	Rajanna Foundation, KECA, Community meetings, Newspapers	Frequent and need-based	CSR project implementation, community expectations and feedback management
5	Employees	No	Intranet, Company Communication, Open Houses, Notice Boards, Internal Mobile App, Internal Chatbot	Intranet: Daily	No

*Question P4.L1 (Leadership): Processes for consultation between stakeholders and the Board on economic, environmental, and social topics*

<b>P4.L1</b>	<b>Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.</b>
<p>MIL adopts a systematic and inclusive approach to stakeholder consultation, ensuring that key ESG issues are effectively escalated to the leadership team and seeking the Board’s guidance from time to time.</p> <ul style="list-style-type: none"> <li>• A comprehensive Materiality Assessment was conducted in consultation with Board members, senior leadership, employees, customers, suppliers, communities, and investors to identify priority ESG issues.</li> <li>• Stakeholder feedback and grievances are reviewed by the respective functional leaders, assessed for relevance and materiality, and then escalated to the Board or Sustainability Committee.</li> <li>• This structured process ensures open channels of communication, timely response to stakeholder concerns, and integration of insights into corporate decision-making.</li> </ul>	

*Question P4.L2 (Leadership): Stakeholder consultation is used to support the identification and management of environmental, and social topics*

<b>P4.L2</b>	<b>Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.</b>
<p>Yes. Stakeholder engagement is central to MIL’s ESG strategy. The Company uses a multi-step process to embed stakeholder inputs into policy formulation and sustainability planning:</p> <ul style="list-style-type: none"> <li>• Identification of key stakeholders and their expectations.</li> <li>• Conducting a Materiality Assessment to evaluate the impact of each issue on MIL’s performance and stakeholder trust.</li> <li>• Benchmarking these issues against global sustainability standards, regulatory expectations, and industry trends.</li> <li>• Integrating stakeholder inputs into policy revisions, new initiatives, and strategic ESG goals.</li> <li>• Establishing targets and continuously monitoring performance against them.</li> </ul> <p>Formal feedback mechanisms ensure that insights are incorporated into ongoing refinement of the Company’s sustainability approach.</p>	

*Question P4.L3 (Leadership): Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.*

P4.L3	<b>Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</b>
	<p>MIL conducts its CSR activities through Rajanna Foundation, which is a CSR arm of Amara Raja Group. Amara Raja's Corporate Social Responsibility (CSR) initiatives are designed with the objective of enhancing the lives and livelihoods of underprivileged, marginalized, and vulnerable communities in proximity to its operational facilities. Regular on-site discussions are conducted by CSR personnel to feedback and suggestions on community-related issues, which are promptly addressed. These initiatives are spearheaded by the Rajanna Foundation and encompass the following areas:</p> <p><b>Primary Health:</b> The Company's CSR is committed to providing access to healthcare for vulnerable sections of society who lack the resources for quality healthcare. It extends primary healthcare services to nearly 20,000 individuals, including children, women, senior citizens, and marginalized communities.</p> <p><b>Education:</b> The Amara Raja Educational Society (ARES) operates three schools located at Karakambadi, Petamitta, and Diguvmagham in the Tirupati &amp; Chittoor districts, affiliated to CBSE. These institutions provided quality education to 4,900+ children, all of whom belong to marginalized or vulnerable sections.</p> <p><b>Skill Development:</b> The Amara Raja Skill Development Centre (ARDC), established in 2014, has a dedicated team that works with the youth, particularly in rural areas, to enhance their skills and provide them with non-migratory employment opportunities. Currently, a total of 1724 students are receiving on-the-job training through this skill development program.</p> <p><b>Environment and Social Forestry:</b> The Company is committed to a sustainable future and has taken tangible steps towards this goal, including soil conservation and vegetation regeneration through social forestry schemes. Social forestry encourages forest expansion, which can be utilized by tribal and forest-dependent people for harvesting forest produce, a daily necessity for these vulnerable sections.</p>

### 3.5. Principle 5: Businesses should respect and promote human rights

*Question P5.E1 (Essential): Training on Human Rights*

P5.E1		<b>Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:</b>					
S No	Category	FY25			FY24		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>							
1	Permanent	437	437	100%	462	462	100%
2	Other than permanent	2	2	100%	12	12	100%
3	Total Employees	439	439	100%	474	474	100%
<b>Workers</b>							
4	Permanent	1409	1409	100%	1212	1212	100%
5	Other than permanent	0	0	100%	0	0	100%
6	Total Workers	1409	1409	100%	1212	1212	100%

*Question P5.E2 (Essential): Minimum Wage*

<b>P5.E2 Details of minimum wages paid to employees and workers, in the following format:</b>												
S No	Category	FY25					FY24					
		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)	
<b>Employees</b>												
Permanent												
1	Male	403	0	0%	403	100%	432	0	0%	432	100%	
2	Female	34	0	0%	34	100%	30	0	0%	30	100%	
3	Others	0	0	0%	0	0%	0	0	0%	0	0%	
Other than permanent												
4	Male	2	0	0%	2	100%	11	0	0%	11	100%	
5	Female	0	0	0%	0	100%	1	0	0%	1	100%	
6	Others	0	0	0%	0	0%	0	0	0%	0	0%	
<b>Workers</b>												
Permanent												
7	Male	1235	0	0%	1235	100%	110	3	0	0%	1103	100%
8	Female	174	0	0%	174	100%	109	0	0%	109	100%	
9	Others	0	0	0%	0	0%	0	0	0%	0	0%	
Other than permanent												
10	Male	0	0	0%	0	0%	0	0	0%	0	0%	
11	Female	0	0	0%	0	0%	0	0	0%	0	0%	
12	Others	0	0	0%	0	0%	0	0	0%	0	0%	

*Question P5.E3 (Essential): Remuneration*

<b>P5.E3.a Details of remuneration/salary/wages, in the following format</b>					
S No	Category	Male		Female	
		Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
1	Board of Directors (BoD)	4	262500	1	525000
2	Key Managerial Personnel (CFO & CS)	3	7865020	0	NA
3	Employees other than BoD and KMP	399	573468	34	442374
4	Workers	1235	286680	174	259476

<b>P5.E3.b Gross wages paid to females as % of total wages</b>			
S No	Category	FY25	FY24
1	Gross wages paid to females as % of total wages	9.53%	9.49%

*Question P5.E4 (Essential): Focal point responsible for addressing Human Rights*

**P5.E4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, 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.

*Question P5.E5 (Essential): Grievance Mechanism for Human Rights*

<b>P5.E5</b>	<b>Describe the internal mechanisms in place to redress grievances related to human rights issues.</b>
	MIL has implemented a multi-layered grievance redressal framework to ensure fair, transparent, and confidential resolution of human rights-related issues. This includes: Core Mechanisms:
	<ol style="list-style-type: none"> <li>1. Grievance Redressal Policy <ul style="list-style-type: none"> <li>• Designed to foster a trust-based, performance-driven culture.</li> <li>• Focuses on timely resolution of concerns raised by employees or workers.</li> <li>• Strengthens employee engagement and organizational harmony.</li> </ul> </li> <li>2. Prevention of Sexual Harassment (POSH) Policy <ul style="list-style-type: none"> <li>• In line with the Sexual Harassment of Women at Workplace Act, 2013.</li> <li>• An Internal Complaints Committee (ICC) is constituted with authority to investigate and resolve sexual harassment complaints.</li> <li>• Ensures confidentiality, fair hearing, and protection against retaliation.</li> </ul> </li> <li>3. Reporting Channels &amp; Safeguards <ul style="list-style-type: none"> <li>• Confidential reporting lines, whistleblower protections, and support for mediation where necessary.</li> <li>• Strong non-recrimination policy ensures that whistleblowers and complainants are protected against any adverse treatment.</li> <li>• Policies are regularly reviewed and enhanced to ensure compliance with evolving human rights standards and legal frameworks.</li> </ul> </li> </ol>

*Question P5.E6 (Essential): Complaints made by employees and workers:*

<b>P5.E6 Number of Complaints on the following made by employees and workers:</b>							
S No	Category	FY25			FY24		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
1	Sexual Harassment	0	0	NA	2	0	Closed
2	Discrimination at workplace	0	0	NA	0	0	NA
3	Child Labour	0	0	NA	0	0	NA
4	Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
5	Wages	0	0	NA	0	0	NA
6	Other human rights related issues	0	0	NA	0	0	NA

*Question P5.E7 (Essential): Complaints filed under the Sexual Harassment of Women at Workplace:*

<b>P5.E7 Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:</b>			
S No	Category	FY25	FY24
1	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
2	Complaints on POSH as a % of female employees / workers	0%	1.43%
3	Complaints on POSH upheld	0	1

*Question P5.E8 (Essential): Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.*

<b>P5.E8</b>	<b>Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.</b>
	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.

*Question P5.E9 (Essential): Human Rights as part of Business Agreements and Contracts*

**P5.E9 Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. MIL's Supplier Code of Conduct (SCoC) embeds human rights principles into its contractual arrangements with vendors, suppliers, and other value chain partners.

The SCoC aligns with:

- Core Conventions of the International Labour Organization (ILO)
- United Nations Universal Declaration of Human Rights
- United Nations Global Compact (UNGC) Principles
- Relevant national labour and social compliance laws

*Question P5.E10 (Essential): Assessment of Plants & Offices for Human Rights Issues*

**P5.E10 Assessments for the year:**

Assessment	% 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	-

*Question P5.E11 (Essential): Corrective Actions based on Assessments as per P5.E9*

**P5.E11 Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

There were no significant risks reported in the assessment.

*Question P5.L1 (Leadership): Corrective Actions based on Human Rights Grievances*

**P5.L1 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Questions P5.E9 above.**

MIL adopts a responsive and adaptive approach to human rights management. Upon resolution of grievances or complaints related to human rights, the Company undertakes necessary modifications to existing processes or introduces new protocols to prevent recurrence.

- Example: If a grievance highlights inadequacies in the Supplier Code of Conduct related to human rights expectations, the document is revised to incorporate stricter compliance clauses. These revisions aim to align partner obligations with global human rights benchmarks and reinforce accountability across the supply chain.

*Question P5.L2 (Leadership): Scope & Coverage of Human Rights Due-Diligence*

**P5.L2 Details of the scope and coverage of any Human rights due-diligence conducted.**

MIL conducts comprehensive human rights due diligence across its operations and value chain to identify, assess, and mitigate potential risks and impacts.

Key elements of this process include:

1. Assessment Areas:

- Labor practices and working conditions within company operations and suppliers
- Engagement with indigenous and marginalized communities
- Land acquisition practices
- Supply chain risk management
- Security and privacy protocols

2. Coverage:

- The due diligence extends to all operational areas, including manufacturing sites, value chain partners, and high-risk activities, ensuring a holistic and proactive risk management approach.

*Question P5.L3 (Leadership): Accessibility of premises/office to differently abled visitors*

**P5.L3 Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the company ensures accessibility in all relevant areas.

*Question P5.L4 (Leadership): Assessment of Value Chain Partners for Human Rights Issues*

**P5.L4 Assessments for the year:**

Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26
Discrimination at workplace	
Child Labor	
Forced Labor/Involuntary Labor	
Wages	
Others – please specify	

*Question P5.L5 (Leadership): Corrective Actions based on Assessments as per P5.L4*

**P5.L5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26

### 3.6. Principle 6: Businesses should respect and make efforts to protect and restore the Environment.

#### Question P6.E1 (Essential): Energy Consumption

<b>P6.E1 Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:</b>			
Parameter	Units	FY25	FY24 <sup>8</sup>
<b>From Renewable Sources</b>			
Total electricity consumption (A)	GJ	35415.93	24386.15
Total fuel consumption (B)	GJ	38241.85	42718.55
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	73657.78	67104.71
<b>From Non-Renewable Sources</b>			
Total electricity consumption (D)	GJ	70840.20	68436.45
Total fuel consumption (E)	GJ	16206.90	15612
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	87047.10	84048.35
Total energy consumed (A+B+C+D+E+F)	GJ	160704.88	151153
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/Crs Turnover	120.33	133.69
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/Crs USD Turnover PPP	2486	2762
Energy intensity in terms of physical output	GJ/MT	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity - GJ/MT of Raw Material	GJ/MT	2.22	2.71
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, Bureau Veritas (India) Private Ltd	

#### Question P6.E2 (Essential): Perform Achieve Trade (PAT) Scheme & Applicability

<b>P6.E2</b>	<b>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</b>
	No

#### Question P6.E3 (Essential): Water Withdrawal & Consumption

<b>P6.E3 Provide details of the following disclosures related to water, in the following format:</b>			
Parameter	Units	FY25	FY24 <sup>9</sup>
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	m <sup>3</sup> / Kiloliters	0	0
(ii) Groundwater	m <sup>3</sup> / Kiloliters	208900	170117
(iii) Third party water	m <sup>3</sup> / Kiloliters	4670	4956
(iv) Seawater / desalinated water	m <sup>3</sup> / Kiloliters	0	0
(v) Others	m <sup>3</sup> / Kiloliters	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	m <sup>3</sup> / Kiloliters	213569	175072
Total volume of water consumption	m <sup>3</sup> / Kiloliters	213569	175072

<sup>8</sup> Data for FY24 changed due to change in Standard Operating Procedure & Emission Factors. For PPP Calculations, the PPP Conversion Factor of 20.66 was used, as per <https://www.imf.org/external/datamapper/profile/IND>

<sup>9</sup> For PPP Calculations, the PPP Conversion Factor of 20.66 was used, as per <https://www.imf.org/external/datamapper/profile/IND>

Water intensity per rupee of turnover (Water consumed / turnover) - m <sup>3</sup> / Rs. Lakh or KL/Rs. Lakh	KL/Rs. Crs	157.54	154.85
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	KL/Crs USD Revenue PPP	3255	3199
Water intensity in terms of physical output	KL/MT Product	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity – KL/MT of Raw Material Consumed	KL/MT RM	2.95	3.13
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, Bureau Veritas (India) Private Ltd	

*Question P6.E4 (Essential): Water Discharge*

<b>P6.E4 Provide details of the following disclosures related to water discharge, in the following format:</b>			
Parameter	Units	FY25	FY24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Surface water	m <sup>3</sup> /Kiloliter	0	0
- No treatment	m <sup>3</sup> /Kiloliter	0	0
- With treatment – please specify level of treatment	m <sup>3</sup> /Kiloliter	0	0
(ii) Groundwater	m <sup>3</sup> /Kiloliter	0	0
- No treatment	m <sup>3</sup> /Kiloliter	0	0
- With treatment – please specify level of treatment	m <sup>3</sup> /Kiloliter	0	0
(iii) Third party water	m <sup>3</sup> /Kiloliter	0	0
- No treatment	m <sup>3</sup> /Kiloliter	0	0
- With treatment	m <sup>3</sup> /Kiloliter	0	0
(iv) Seawater / desalinated water	m <sup>3</sup> /Kiloliter	0	0
- No treatment	m <sup>3</sup> /Kiloliter	0	0
- With treatment – please specify level of treatment	m <sup>3</sup> /Kiloliter	0	0
(v) Others	m <sup>3</sup> /Kiloliter	0	0
- No treatment	m <sup>3</sup> /Kiloliter	0	0
- With treatment – please specify level of treatment	m <sup>3</sup> /Kiloliter	0	0
Total water discharged (in kilolitres)	m <sup>3</sup> /Kiloliter	0	0
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, Bureau Veritas (India) Private Ltd	

*Question P6.E5 (Essential): Zero Liquid Discharge*

<b>P6.E5</b>	<b>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</b>
	Yes. MIL is ensuring proper treatment of the effluent generated and taken necessary steps to avoid any effluent discharge outside the premises.

*Question P6.E6 (Essential): Air Emissions (Other than GHG Emission)*

<b>P6.E6 Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:</b>			
Parameter	Units	FY25	FY24 <sup>10</sup>
NOx	mg/Nm <sup>3</sup>	66.29	73.46
Sox	mg/Nm <sup>3</sup>	57.79	67.37
Particulate matter (PM)	mg/Nm <sup>3</sup>	30.59	34.59
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

<sup>10</sup> Data for FY24 changed due to change in Standard Operating Procedure in considering the Stack Emission of key Process Stacks.

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, Bureau Veritas (India) Private Ltd

*Question P6.E7 (Essential): GHG (Green House Gas) Emissions (Scope 1 & 2)*

<b>P6.E7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity, in the following format:</b>			
Parameter	Units	FY25	FY24 <sup>11</sup>
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1127	1033
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	13343	13551
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO <sub>2</sub> equivalent	14470	14584
Total Scope 1 and Scope 2 emissions per rupee of turnover	Tonnes of CO <sub>2</sub> / Rs. Crs Turnover	10.67	12.79
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Tonnes of CO <sub>2</sub> / Crs USD Revenue PPP	220.51	264.24
Energy intensity in terms of physical output	Tonnes of CO <sub>2</sub> / MT	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity – tCO <sub>2</sub> /MT of Raw Material Consumed	Tonnes of CO <sub>2</sub> / MT RM	0.20	0.26
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, Bureau Veritas (India) Private Ltd	

*Question P6.E8 (Essential): Projects to reduce GHG Emission*

<b>P6.E8 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.</b>
<p>Renewable Energy Adoption: MIL consumed 35416 GJ of Renewable Energy in FY24-25, leading to a avoidance of 7152 tCO<sub>2</sub>e GHG Emission. In addition, MIL is consuming 2125 tons of Biomass in the form of Wood &amp; Plant based wastes.</p> <p>Energy Efficiency Optimization: The Company has implemented energy efficiency programs, achieving annual reductions in energy intensity and significant LPG savings, thereby reducing Scope 1 and 2 emissions and enhancing cost efficiency.</p> <p>Supplier Engagement and Capacity Building: MIL engages suppliers through sustainability initiatives and training, promoting low-carbon practices and ESG transparency, and conducting ESG assessments for critical suppliers.</p> <p>Other Projects in FY24-25 that led to GHG emission reduction by 96 tCO<sub>2</sub>e are:</p> <ol style="list-style-type: none"> <li>Compressor set point reduction by installing pressure booster in MF at MF-HO Plant</li> <li>Upgrading the IE2 Motors with IE4 High Energy Efficient motors at SS Plant in Thenepalli</li> <li>Installing “Intelligent Flow Controller” at Air Compressor to reduce the air generation at Compressor at PTM plant &amp; Replacement of SSR with SCR in all lead pots in Petamitta plants</li> <li>Air Compressor VFD at Plastics Plant in Oragadam</li> </ol>

<sup>11</sup> Data for FY24 changed due to change in Standard Operating Procedure in Emission Factors. For PPP Calculations, the PPP Conversion Factor of 20.66 was used, as per <https://www.imf.org/external/datamapper/profile/IND>

*Question P6.E9 (Essential): Waste Management*

<b>P6.E9 Provide details related to waste management by the entity, in the following format:</b>			
<b>Parameter</b>	<b>Units</b>	<b>FY25</b>	<b>FY24<sup>12</sup></b>
<b>Total Waste generated (in MT (Metric Tonnes))</b>			
Plastic waste (A)	MT	54.51	42
E-waste (B)	MT	0	0
Bio-medical waste (C)	MT	0.0048	0.02
Construction and demolition waste (D)	MT	0	0
Battery waste (E)	MT	3.06	0
Radioactive waste (F)	MT	0	0
Other Hazardous waste. Please specify, if any. (G)	MT	784.06	799
Other Non-hazardous waste generated (H). Please specify, if any.	MT	8308.30	6721
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>MT</b>	<b>9149.83</b>	<b>7563</b>
Waste intensity per rupee of turnover (Waste generated / turnover)	MT/Rs. Crs	6.75	6.7
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/ Crs USD Revenue PPP	139	138
Waste intensity in terms of physical output	MT/MT	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity - MT/MT of Raw Material Consumed	MT/MT of RM	0.13	0.14
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Category of Waste</b>	<b>Units</b>	<b>FY25</b>	<b>FY24</b>
(i) Recycled	MT	9149.83	7286
(ii) Re-used	MT	0	0
(iii) Other recovery operations	MT	0	0
<b>Total Waste Recovered</b>	<b>MT</b>	<b>9149.83</b>	<b>7286</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of Waste</b>	<b>Units</b>	<b>FY25</b>	<b>FY24</b>
(i) Incineration	MT	0	0
(ii) Landfilling	MT	0	277
(iii) Other Disposal Operations	MT	0	0
<b>Total Waste Disposed</b>	<b>MT</b>	<b>0</b>	<b>277</b>
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, Bureau Veritas (India) Private Ltd	

*Question P6.E10 (Essential): Waste Management Practices*

<b>P6.E10</b>	<b>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.</b>
	<p>MIL has adopted a systematic and environmentally responsible approach to waste management, aligning with national regulations and global best practices. The Company's strategy emphasizes waste minimization, recycling, and safe disposal across its operations.</p> <p>Waste Management Practices:</p> <ul style="list-style-type: none"> <li>• MIL has achieved Zero Waste to Landfill &amp; Incineration in FY24-25</li> <li>• A comprehensive segregation system is in place, distinguishing between hazardous and non-hazardous waste.</li> <li>• All waste is stored in clearly labelled bins and collected in designated temporary storage areas with pollution control measures.</li> </ul>

<sup>12</sup> For PPP Calculations, the PPP Conversion Factor of 20.66 was used, as per <https://www.imf.org/external/datamapper/profile/IND>

- Authorized recyclers and transporters are engaged for disposal, ensuring compliance with the Hazardous Waste Management Rules, 2020.
- A waste registry is maintained to track the generation and disposal of all categories of waste.

**Category-wise Waste Handling:**

Waste Category	Management Practice
<b>Plastic Waste</b>	Waste plastic is sent to authorized recyclers in accordance with Plastic Waste Management Rules.
<b>E-waste</b>	All generated e-waste is disposed off through CPCB-authorized recyclers in line with e-waste regulations.
<b>Biomedical Waste</b>	Managed in compliance with the Bio-Medical Waste Management Rules, with detailed records maintained in the waste registry.
<b>Non-hazardous Waste</b>	Materials like wood, scrap paper, packaging, and metals are recycled through authorized agencies.

*Question P6.E11 (Essential): Operations in Ecologically Sensitive Areas*

P6.E11 If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:			
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.
NA			

*Question P6.E12 (Essential): Environmental Impact Assessment (EIA)*

P6.E12 Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year					
Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

*Question P6.E13 (Essential): Compliance with Environmental Laws & Regulations*

P6.E13 Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N):				
Yes MIL is in adherence to all relevant environmental laws, regulations, and guidelines. No Non-Compliances reported or notified by any regulatory bodies.				
If not, provide details of all such non-compliances, in the following format:				
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
1	None Received			

*Question P6.L1 (Leadership): Water Withdrawal, Consumption & Discharge in Water Stressed Areas*

<b>P6.L1 Provide details of the following disclosures related to water, in the following format: For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area; (ii) Nature of operations; (iii) Water withdrawal, consumption and discharge in the following format: No Areas of Operations were identified as Water Stressed Area</b>				
<b>Parameter</b>	<b>Units</b>	<b>FY25</b>	<b>FY24</b>	
<b>Water withdrawal by source (in kilolitres)</b>				
(i) Surface water	m3/Kiloliter	NA	NA	
(ii) Groundwater	m3/Kiloliter	NA	NA	
(iii) Third party water	m3/Kiloliter	NA	NA	
(iv) Seawater / desalinated water	m3/Kiloliter	NA	NA	
(v) Others	m3/Kiloliter	NA	NA	
Total volume of water withdrawal (i + ii + iii + iv + v)	m3/Kiloliter	NA	NA	
Total volume of water consumption	m3/Kiloliter	NA	NA	
Water intensity per rupee of turnover (Water consumed / turnover) - m3/ Rs. Lakh or KL/Rs. Lakh	KL/Rs. Lakhs	NA	NA	
Water intensity (optional) – the relevant metric may be selected by the entity	KL/MT Product	NA	NA	
<b>Water discharge by destination and level of treatment (in kilolitres)</b>				
(i) Surface water	- No treatment	m3/Kiloliter	NA	NA
	- With treatment – please specify level of treatment	m3/Kiloliter	NA	NA
(ii) Groundwater	- No treatment	m3/Kiloliter	NA	NA
	- With treatment – please specify level of treatment	m3/Kiloliter	NA	NA
(iii) Third party water	- No treatment	m3/Kiloliter	NA	NA
	- With treatment –	m3/Kiloliter	NA	NA
(iv) Seawater / desalinated water	- No treatment	m3/Kiloliter	NA	NA
	- With treatment – please specify level of treatment	m3/Kiloliter	NA	NA
(v) Others	- No treatment	m3/Kiloliter	NA	NA
	- With treatment – please specify level of treatment	m3/Kiloliter	NA	NA
Total water discharged (in kilolitres)	m3/Kiloliter	NA	NA	
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, Bureau Veritas (India) Private Ltd		

*Question P6.L2 (Leadership): GHG (Green House Gas) Emissions (Scope 3)*

<b>P6.L2 Provide details of total Scope 3 emissions &amp; its intensity, in the following format:</b>			
<b>Parameter</b>	<b>Units</b>	<b>FY25</b>	<b>FY24</b>
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	137874 <sup>13</sup>	Not Available
Total Scope 3 emissions per rupee of turnover	Tonnes of CO2/ Rs. Crs Turnover	101.7	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity – tCO2/MT of Raw Material	Tonnes of CO2/ MT RM	1.90	-
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, Bureau Veritas (India) Private Ltd	

<sup>13</sup> Category 1, Category 5, Category 6, Category 7

Question P6.L3 (Leadership): Significant Impacts of the Operations on the Biodiversity

<b>P6.L3</b>	<b>With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct &amp; indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.</b>
Not Applicable	

Question P6.L4 (Leadership): Specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated.

<b>P6.L4</b>	<b>If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format :-</b>		
S No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	<b>Water Reduction Initiatives</b>	<ol style="list-style-type: none"> <li>1. Water consumption reduction in pre - treatment process (changing surface cleaning with shot blasting technique) in Metal Fabrication</li> <li>2. Establishing water-based coatings with corrosion resistance at Component Solutions Plant</li> <li>3. Re usage of wastewater from the passivation rinse tanks by using the Ion exchange system at Component Solutions Plant</li> <li>4. Taps fixing with aerators to control the amount of water, solenoid valves with float switches to RO plant raw water &amp; RO water tanks to avoid overflow, Sprinkler, and drip system for gardens at Bushes Plan</li> <li>5. ETP treated water utilization for Gardening &amp; Rest Room Flushing with Pipeline Modifications at SS Plant</li> </ol>	<ol style="list-style-type: none"> <li>1. 180000 m3/Year</li> <li>2. 2185 m3/Year</li> <li>3. Reduced Water Consumption</li> <li>4. Savings of 12.1% in Water Consumption</li> <li>5. Reduced Water Consumption</li> </ol>
2	<b>Waste Management</b>	100% of the Waste generated at MIL plants are either reused, recycled or sent for co-processing	Zero Landfill & Zero Incineration at MIL Plants

Question P6.L5 (Leadership): Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

<b>P6.L5</b>	<b>Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.</b>
<p>Yes. MIL has implemented a comprehensive Business Continuity Plan (BCP) that ensures operational resilience in the face of disruptions. The BCP covers three key domains:</p> <ul style="list-style-type: none"> <li>• Human Resources</li> <li>• Physical Facilities</li> <li>• Critical IT Infrastructure</li> </ul> <p>A detailed “shock playbook” outlines response strategies for various emergency scenarios, such as natural disasters, cyber threats, and system failures. To ensure uninterrupted operations:</p> <ul style="list-style-type: none"> <li>• Critical applications are replicated to a disaster recovery (DR) site.</li> <li>• Regular data backups and redundant network links are maintained with high availability.</li> <li>• Email and domain servers are safeguarded through proactive monitoring and response protocols.</li> </ul>	

Question P6.L6 (Leadership): Significant Adverse Impact to the Environment arising from value chain.

<b>P6.L6</b>	<b>Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.</b>
MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26	

Question P6.L7 (Leadership): Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

<b>P6.L7</b>	<b>Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.</b>
MIL is planning to initiate the Supplier assessment of Top Suppliers in FY25-26	

Question P6.L8 (Leadership): How Many green credits have been generated or produced

<b>P6.L8</b>	<b>How Many green credits have been generated or produced</b>	
<b>By the Entity</b>	Nil	
<b>By the top ten ( in terms of value of purchase and sales respectively) value chain partners</b>	Nil	

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

Question P7.E1 (Essential): Affiliations with trade and industry chambers/ associations

<b>P7.E1</b>	<b>Affiliations with trade and industry chambers/ associations</b>	
<b>a.</b>	<b>Number of affiliations with trade and industry chambers/ associations</b>	3
<b>b.</b>	<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.</b>	
<b>S No</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers/ associations (State/National)</b>
1	Confederation of Indian Industry (CII)	National
2	Tool And Gauge Manufacturers Association (TAGMA)	National
3	Quality Circle Forum of India (QCFI)	National

Question P7.E2 (Essential): Anti-Competitive Conduct

<b>P7.E2</b>	<b>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.</b>	
<b>Name of authority</b>	<b>Brief of the case</b>	<b>Corrective action taken</b>
There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

*Question P7.L1 (Leadership): Public Policy Position*

<b>P7.L1 Details of public policy positions advocated by the entity:</b>					
S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
<p>MIL does not have a standalone policy on “Public Advocacy.” Instead, the company engages in policy advocacy through its active participation in 3 trade and industry chambers or associations. These affiliations enable the company to contribute meaningfully to policy discussions relevant to energy storage and other domains critical to its operations.</p> <p>Additionally, MIL maintains direct interactions with statutory authorities to engage in regulatory policymaking processes.</p>					

### 3.8. Principle 8: Businesses should promote inclusive growth and equitable development

*Question P8.E1 (Essential): Social Impact Assessment*

<b>P8.E1 Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.</b>					
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					

*Question P8.E2 (Essential): Rehabilitation and Resettlement (R&R) Projects*

<b>P8.E2 Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity, in the following format:</b>						
S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement projects are on-going at MIL						

*Question P8.E3 (Essential): Community Grievance Redressal Mechanism*

<b>P8.E3 Describe the mechanisms to receive and redress grievances of the community.</b>	
<p>A formal grievance redressal mechanism has been established to address concerns raised by the community. This process outlines clear steps for managing both written and verbal complaints related to the organization’s operations or those of its contractors. It is designed to ensure that all grievances are handled in a manner that is culturally sensitive, respectful, timely, and consistent. As part of this mechanism, CSR personnel play an active role in engaging with local communities, gathering feedback, and identifying concerns on-site. The system ensures comprehensive handling of community grievances through structured stages, including receipt, acknowledgement, assessment, assignment, investigation, and resolution.</p>	

*Question P8.E4 (Essential): Sourcing from MSME/Small Producers & Near by Districts*

<b>P8.E4 Percentage of input material (inputs to total inputs by value) sourced from suppliers:</b>			
S No	Sourcing from	FY25	FY24 <sup>14</sup>
A	Directly sourced from MSMEs/ small producers	26%	26%
B	Directly from within India	97%	93%

<sup>14</sup> Data for FY24 changed due to change in Standard Operating Procedure, where we are now considering 100% Suppliers in calculating the Sourcing Metrics.

*Question P8.E5 (Essential): Job creation in smaller towns*

<b>P8.E5 Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost</b>			
<b>S No</b>	<b>Location</b>	<b>FY25</b>	<b>FY24</b>
<b>A</b>	Rural	54%	56%
<b>B</b>	Semi-urban	0%	0%
<b>C</b>	Urban	38%	35%
<b>D</b>	Metropolitan	8%	9%

*Question P8.L1 (Leadership): Actions taken to mitigate social impacts identified in Social Impact Assessment*

<b>P8.L1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 8(1) of Essential Indicators above):</b>	
<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>
Not applicable as no Social Impact Assessments (SIA) were required to be done in the current financial year	

*Question P8.L2 (Leadership): CSR Projects in designated aspirational districts*

<b>P8.L2 Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:</b>			
<b>S No</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount Spent (in INR)</b>
MIL's current Corporate Social Responsibility (CSR) initiatives do not include any specific aspirational districts			

*Question P8.L3 (Leadership): Procurement from Marginalized or Vulnerable Groups*

<b>P8.L3 Procurement from Marginalized or Vulnerable Groups</b>		
<b>S No</b>	<b>Query</b>	<b>FY25</b>
<b>A</b>	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	Procurement decisions at MIL are based on merit. However, the company invests considerable effort in building the capabilities of local suppliers, including individuals and enterprises from marginalized or vulnerable groups.
<b>B</b>	From which marginalized /vulnerable groups do you procure?	MIL procures from a diverse range of suppliers, including small and medium-sized enterprises (SMEs), minority-owned businesses, Scheduled Caste/Scheduled Tribe (SC/ST) entrepreneurs, economically backward entrepreneurs, women-owned businesses, and enterprises owned by previously disadvantaged individuals.
<b>C</b>	What percentage of total procurement (by value) does it constitute?	Currently, a system to estimate procurement value from marginalized or vulnerable groups is not in place

*Question P8.L4 (Leadership): Benefits derived and shared from the intellectual properties owned or acquired by your entity, based on traditional knowledge:*

<b>P8.L4 Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:</b>				
<b>S. No.</b>	<b>Intellectual Property based on traditional knowledge</b>	<b>Owned/ Acquired (Yes/No)</b>	<b>Benefit shared (Yes / No)</b>	<b>Basis of calculating benefit share</b>
Not Applicable				

*Question P8.L5 (Leadership): Corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.*

<b>P8.L5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.</b>		
<b>Name of authority</b>	<b>Brief of the Case</b>	<b>Corrective action taken</b>
	Not Applicable	

*Question P8.L6 (Leadership): CSR Projects & Beneficiaries*

MIL is part of Amara Raja Group. MIL undertakes CSR activities through Amara Raja’s Rajanna Foundation. Presented are the activities conducted by Amara Raja Group’s Rajanna Foundation in FY24-25 and their associated beneficiaries.

<b>P8.L6 Details of beneficiaries of CSR Projects:</b>			
<b>S. No.</b>	<b>CSR Project</b>	<b>No. of persons benefitted from CSR Projects</b>	<b>% of beneficiaries from vulnerable and marginalized groups</b>
1	Quality Education to Rural Children Amara Raja Vidyalayam Karakambadi-1995 (ARVK) Amara Raja Vidyalayam Diguvamagham-2016(ARVD) Mangal Vidyalayam Petamitta-2001(MVP)	4900	100%
2	Skilling Rural Youth with free of cost (2014) Amara Raja Skill Development Centre (ARSDC) -Petamitta New SDC was Established at Diguvamagham Location in Dec'2024	1724	100%
3	Primary Health Services to Rural Areas (Outpatients <u>17920</u> and no of diagnostics (lab tests) <u>14225</u> )	17920	100%
4	Social Forestry and Environment (around 71,750 saplings have been planted 12 Tribal families employed)	12	100%
5	Rural Infrastructure Development (2 Villages - Petamitta and Diguvamagham)	2	100%
6	Water (Construction of Check dams and Lakes Deepening) (60 Villages,12 Panchayats Population)	21674	100%
7	Community Support Programs (2 schools and more than 250 + Villages Benefitted, Marrige Hall at Chowdepalli, Bus shelter at Chenganapalli, Toilet Facilities- Govt School, Gadanki Public Roads, Auditorium -Govt School Pakala, Electric Crematorium , Tirupati)	250	100%

### 3.9. Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

*Question P9.E1 (Essential): Mechanisms in place to receive and respond to consumer complaints.*

<b>P9.E1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>
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.

*Question P9.E2 (Essential): Products & Services with ESG Information*

<b>P9.E2 Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:</b>		
<b>S No</b>	<b>Information Regarding</b>	<b>As a percentage to total turnover<sup>15</sup></b>
<b>1</b>	Environmental and social parameters relevant to the product	100%
<b>2</b>	Safe and responsible usage	100%
<b>3</b>	Recycling and/or safe disposal	100%

*Question P9.E3 (Essential): Complaints made by Consumers*

<b>P9.E3 Number of consumer complaints in respect of the following:</b>							
<b>S No</b>	<b>Category</b>	<b>FY25</b>			<b>FY24</b>		
		<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>
<b>1</b>	Data Privacy	Nil	Nil	NA	Nil	Nil	NA
<b>2</b>	Advertising	Nil	Nil	NA	Nil	Nil	NA
<b>3</b>	Cyber-Security	Nil	Nil	NA	Nil	Nil	NA
<b>4</b>	Delivery of Essential Services	Nil	Nil	NA	Nil	Nil	NA
<b>5</b>	Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
<b>6</b>	Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
<b>7</b>	Others (Product Related)	64	0	Closed	83	0	Closed

*Question P9.E4 (Essential): Product recalls on account of safety issues:*

<b>P9.E4 Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:</b>			
<b>S No</b>	<b>Recall</b>	<b>Number</b>	<b>As a percentage to total turnover</b>
<b>1</b>	Voluntary recalls	0	Not Applicable
<b>2</b>	Forced recalls	0	Not Applicable

*Question P9.E5 (Essential): Framework/ policy on cyber security and risks related to data privacy.*

<b>P9.E5</b>	<b>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.</b>
	Yes. MIL has instituted a comprehensive Information Security Policy and a Data Protection Policy. These policies are securely hosted on the company's internal servers, ensuring easy access for all relevant internal stakeholders.

*Question P9.E6 (Essential): Corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers.*

<b>P9.E6</b>	<b>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.</b>
	Not Applicable

<sup>15</sup> We supply metal components to OEMs as per designs and provide relevant safe handling & storage information on need basis.

*Question P9.E7 (Essential): Data Breaches*

<b>P9.E7</b>	<b>Provide the following information relating to data breaches:</b>	
<b>A</b>	Number of instances of data breaches	0
<b>B</b>	Percentage of data breaches involving personally identifiable information of customers	0%
<b>C</b>	Impact, if any, of the data breaches	Not Applicable

*Question P9.L1 (Leadership): Channels / platforms of information on products and services*

<b>P9.L1</b>	<b>Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</b>	
	Information on MIL products and services is readily accessible on the company's website: <a href="https://www.mangalindustries.com/">https://www.mangalindustries.com/</a>	

*Question P9.L2 (Leadership): Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.*

<b>P9.L2</b>	<b>Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</b>
	Not Applicable, as MIL is involved in B2B Market only.

*Question P9.L3 (Leadership): Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.*

<b>P9.L3</b>	<b>Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</b>
	MIL's dedicated sales and customer support teams maintain continuous communication with customers. This proactive engagement ensures timely updates in case of any service disruption or operational issue.

*Question P9.L4 (Leadership): Display of product information on the product over and above what is mandated as per local laws*

<b>P9.L4</b>	<b>Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)</b>
	Product Information: Not Applicable Customer Satisfaction Survey: Customer satisfaction survey is carried out every quarter. MIL is carrying out the customer satisfaction survey based on the parameters like Development lead time, Response to RFQ's, Monthly delivery adherence, Quality rating, Response to customer complaints, incidents of production disruption, Incident on premium freight, special status notifications etc.

**Forward-looking Statements:**

Some information in this report may contain forward-looking statements which include statements regarding Company's expected financial position and results of operations, business plans and prospects etc. and are generally identified by forward-looking words such as 'believe,' 'plan,' 'anticipate,' 'continue,' 'estimate,' 'expect,' 'may,' 'will' or other similar words.

Forward-looking statements are dependent on assumptions or basis underlying such statements. We have chosen these assumptions or basis in good faith and we believe that they are reasonable in all material respects. However, we caution that actual results, performances or achievements could differ materially from those expressed or implied in such forward-looking statements. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise

\*\*\*\*\*End of Business Responsibility & Sustainability Report\*\*\*\*\*  
MIL

# INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT



To

**The Board of Directors of Mangal Industries Ltd**

## Introduction and objectives of work

The Board of Directors of Mangal Industries Limited (hereinafter abbreviated as "Mangal Industries") have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of "Mangal Industries Limited" for the year ended March 31, 2025. This Sustainability report has been prepared in accordance with the Business Responsibility and Sustainability Reporting (BRSR) based on the National Guidelines for Responsible Business Conduct (NGRBC).

## Intended User

The assurance statement is made solely for "Mangal Industries Limited" as per the governing contractual terms and conditions of the assurance engagement contract between "Mangal Industries" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "Mangal Industries" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

## Scope of Work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting Period:

1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.

The reporting boundaries considered for this reporting period are as follows:

MIL, HO, Renigunta-Cuddapah Road, Karakambadi, Tirupati, Andhra Pradesh – 517520, India (1 Plant)  
MIL, Petamitta, Puthalapattu, Andhra Pradesh - 517124, India (1 Plant)  
MIL, Thenepalle, Puthalapattu, Andhra Pradesh - 517124, India (3 Plants)  
MIL, Oragadam, Tamilnadu - 603109, India (1 Plant)

As part of its independent Reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits at Mangal Industries Limited & Virtual Assessment for 6 Plants of Mangal Industries. Bureau Veritas interviewed personnel of Mangal Industries including HSE, Maintenance, Corporate Sustainability, HR, Quality and other relevant departments.

- The Company had submitted performance data on reported BRSR topics. The data pertaining to Mangal Industries locations was assessed by Bureau Veritas through the process above described.
- Data on various BRSR disclosures was assessed for the location as mentioned above. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report 2024-25.

## **Management Responsibility**

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility is to provide independent Reasonable Assurance on the BRSR report for the financial year ended 31st March 2025.

## **Our Findings**

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

## **Limitations and Exclusions**

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by Mangal Industries Ltd and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of "Mangal Industries Ltd" outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

## **Statement of Independence, Integrity, and Competence**

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 196 years of history. Its assurance team has extensive experience in conducting assessments over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Mangal Industries Ltd..

### **Competence**

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

### **Restriction on use of Our Report**

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

**M Rama Mohan RAO**  
**Lead Assuror**  
**Bureau Veritas (India) Private Limited**  
**Hyderabad, India**  
**Dt: September 14, 2025**

**Rupam BARUAH**  
**Technical Reviewer**  
**Bureau Veritas (India) Private Limited**  
**Mumbai, India**  
**Dt: September 15, 2025**