

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. For executives to safeguard and support them from uncertainties and during unfortunate times or distress, we have introduced 'Group Term Life Insurance' policy with a coverage limit of 5 Times of Fixed Salary of each employee up to a maximum of Free Cover Limit i.e. ` 5.5 crore. This policy portrays our value of 'Care' and commitment to the triple bottom line. For Non executives personal accident policy had been obtained.

There is a benevolent fund for the worker in case of death.

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

The entity ensures adherence to statutory compliances related to workers such as timely wage payment by 7th of every month, Provident fund by 15th of every month. In case of non-compliances stringent actions are taken against defaulter business partner. Company has partnered with M/s Aparajitha as its outsourced partner to ensure all Labour Law related compliances to wage and PF.

3. 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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers (No. of fatalities)		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2022	2021	2022	2021
Employees	0	0	0	0
Workers	4	0	0	0

4. 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)

Yes, some of the highly qualified employees are retained as advisors after the retirement. During the employment, several skill upgradation programs are imparted to employees to facilitate continued employability.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	32.54% (Includes supply and service vendors)
Working Conditions	32.54% (Includes supply and service vendors)

6. 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.

During the assessment we have not identified any of such risks in our vendors, covered 234 vendors in assessment. Apart from due diligence we are also conducting Contractor field safety audit and during the year we have covered 165 Business Partners and achieved 97% corrective and preventive action closure. These observations were made in the categories like Procedures, Tools and Equipment, Plant up-keep, PPE and Positions of people.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes customers, suppliers, communities, government regulators, shareholders and employees. That said, identification of stakeholders is an ongoing process. We proactively engage with our stakeholders on a regular basis. For long term ongoing projects, stakeholders are identified before initiation of the project, basis the geographical area of the project as well as through the baseline & need assessment that is conducted. For any new