

Date : 07.09.2023
Place: Hyderabad

<p>BSE Limited PhirozeJeejeebhoy Towers, Dalal Street, Fort Mumbai - 400 001 Scrip code: 513228</p>	<p>The National Stock Exchange of India Limited BandraKurla Complex, Bandra East Mumbai - 400 051 Scrip Symbol: PENIND</p>
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23 - Reg.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report 2022-23 of the Company.

Kindly take the same on record.

Thanking You,

Yours faithfully,

for Pennar Industries Limited
Mirza
Mohammed
Ali Baig
Mirza Mohammed Ali Baig
Company Secretary & Compliance Officer
ACS29058

Digitally signed by Mirza Mohammed Ali Baig
DN: c=IN, o=Personal, ou=8117,
pseudoym=e914d4704d64ede9495d93a8b835,
s.4.0=7696e5a93b7051e17226817778ba007f1ab
21f9e94857e70bb2242962a53, postalCode=500048,
st=Telangana,
serialNumber=f3efd78d4e6a1ba203ee2d53a558999ec
90c3e16f884cc778d88baeb9666, cn=Mirza
Mohammed Ali Baig
Date: 2023.09.07 13:34:22 +05'30'

PENNAR INDUSTRIES LIMITED

Corporate Office & Works : IDA, Patancheru - 502319, Sangareddy District, Telangana State, INDIA.

Tel : +91 8455 242184 to 242193, Email : corporatcommunications@pennarinda.com, Website : www.pennarindia.com

Regd. Office: 3rd Floor, DHFLVC Silicon Towers, Kondapur, Hyderabad - 500084, Telangana, INDIA.

Tel : +91 40 41923108

CIN No: L27109TG1975PLC001919



Business Responsibility and Sustainability Report

Section A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Indicator	Responses
1	Corporate Identity Number (CIN) of the Listed Entity	L27109TG1975PLC001919
2	Name of the Listed Entity	PENNAR INDUSTRIES LIMITED
3	Year of incorporation	1975
4	Registered office address	FLOOR NO. 3, DHFLVC SILICON TOWERS, KONDAPUR, HYDERABAD, TELANGANA INDIA - 500084
5	Corporate address	FLOOR NO. 3, DHFLVC SILICON TOWERS, KONDAPUR, HYDERABAD, TELANGANA INDIA - 500084
6	E-mail	corporatecommunications@pennarindia.com
7	Telephone	040-41923108
8	Website	https://www.pennarindia.com/index.php
9	Financial year for which reporting is being done	2022-2023
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd & BSE Ltd.
11	Paid-up Capital	₹ 67,47,31,155
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Mirza Mohammed Ali Baig Telephone: +91 40 41923108 e-Mail ID: mirza.baig@pennarindia.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The reporting boundary covers all the manufacturing plants of the Company in India for the period from April 01, 2022 to March 31, 2023

II. Products/services

14	Details of business activities (accounting for 90% of the turnover):	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
		1	Diversified Engineering	Railways-Wagons, Steel, Solar Module Mounting solutions, Industrial Boilers & Heaters, Chemicals & Fuel Additives, solar panels, precision tubes, BIW, hydraulics and auto components.	50.10%
		2	Custom designed building solutions & auxiliaries	Pre-engineered Buildings, construction equipments and Engineering Services	49.90%

15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)	S. No.	Product/Service	NIC Code	% of total Turnover contribute
		1	Diversified Engineering	24105	50.10%
		2	Custom designed building solutions & auxiliaries	28112	49.90%

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated	Location	Number of plants and Depot	Number of offices	Total
		National	11	42	53
		International	2	5	7

17	Markets served by the entity:	Location	Number
a.	Number of locations	National (No. of States)	4
		International (No. of Countries)	3
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	6.00%	
c.	A brief on types of customers	The entity has B2B and B2C customers. In the B2B category, the entity supplies to auto and industrial OEM's. In the B2C category, the entity supplies to dealers, sub-dealers and retailers.	

IV. Employees

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

Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	1,978	1,829	92%	149	8%
2	Other than Permanent (E)	78	73	94%	5	6%
3	Total employees (D + E)	2,056	1,902	93%	154	7%
Workers						
4	Permanent (F)	803	755	94%	48	6%
5	Other than Permanent (G)	3225	2721	84%	504	16%
6	Total workers (F + G)	4,028	3,476	86%	552	14%

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

19 Participation/Inclusion/Representation of women

S. No.	Particulars	Total (A)	No. and percentage of Females	
			No. (B)	% (B / A)
1	Board of Directors	10	1	10%
2	Key Management Personnel	5	0	0%

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

S. No.	Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in current FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1	Permanent Employees	33.94%	3.49%	37.43%	33.85%	2.85%	36.70%	27.87%	2.10%	29.97%
2	Permanent Workers	5.62%	0.26%	5.88%	6.13%	0.12%	6.25%	4.90%	0	4.90%

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

21	(a) Names of holding / subsidiary / associate companies / joint ventures	S. no	Name of the holding / subsidiary / associate companies / joint ventures (A)	indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	Pennar Global Inc., USA	1		Wholly Owned Subsidiary	100	No
	Pennar GMBH	2		Wholly Owned Subsidiary	100	No
	Enertech Pennar Defense and Engineering Systems Private Limited, India (Enertech)	3		Subsidiary	51	No
VI. CSR Details						
22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes				
	(ii) Turnover (in ₹)	₹ 228,83,000,000				
	(iii) Net worth (in ₹)	₹ 731,05,00000				

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	60	0	-	28	0	-
Employees and workers	Yes, The company has in place a policy for prevention of sexual harassment in line with the requirements of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). Apart from this, the Company conducts Communication meetings, Daily Shift Assembly meetings, POSH meetings, Monthly Communication Meeting and Union Meetings at regular intervals. Further, grievance redressal is acknowledged through respective manager / HR and direct discussion with HR head.	0	0	0	0	0	0
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

24 Overview of the entity's material responsible business conduct issues

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change Action	Risk and Opportunity	With the increasing awareness and concern about Climate across our key stakeholder groups like investors, customers, local communities, and employees, it becomes imperative that we treat this global risk as a company risk and turn it into an opportunity	The Company has invested in rooftop solar projects for captive consumption within the plants	Negative
2	Water Management	Risk	The Company is conscious that fresh water is a scarce resource and that it has a duty towards social and ecological ecosystems to ensure adequate availability of fresh and clean water including its conservation.	The plants treat waste water and reuse it in the manufacturing processes. It is also considering introducing processes that will minimize the use of water in and reduce water consumption.	Negative
3	Waste Management	Risk and Opportunity	The Company's approach to waste management at Pennar Industries Ltd reflects the principles of a circular economy, namely Reduce, Reuse and Recycle. It operates to zero defect standard in our manufactured products in order to minimize the generation of waste and maximize its reuse and recycling after the completion of manufacturing processes	Waste at all of our units is segregated as hazardous and non-hazardous and disposed in appropriate ways, while adhering to the applicable safety norms and regulations for each type of waste. Going forward, the Company is committed to reducing landfill wastes from Pennar Industries Ltd operations.	Negative
4	Product Stewardship	Opportunity	Pennar Industries Ltd believes in producing and providing the best to its customers. At Pennar Industries Ltd we strive to maintain our brand reputation and produce products that ensure customer and end user safety.		Positive



Section B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.pennarindia.com/corporate-governance.php								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	NO								
4	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.	All manufacturing units are ISO 9001:2008 Certified and TS 16949:2009 CERTIFICATION RECEIVED BY THE TUBES MANUFACTURING PLANT								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil	The Company is in the process of formulating its Supplier Code of Conduct..	Nil	Nil	Nil	Achieved zero liquid discharge across operation.	Nil	Nil	The Company conducts satisfaction survey, intend to enhance by including multiple dimensions in the survey process.
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	None								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Din No : 01307343 Name: Mr. Aditya Rao Designation: Vice – Chairman and Managing Director Telephone No:040-41923108 Email id: corporatecommunications@pennarindia.com								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	NO								

	Details of Review of NGRBCs by the Company:	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)																																													
10		Performance against above policies and follow up action	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9	<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> </table>	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9
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		Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board Committee	Annually																																													
		Principles Answer	Board Committee	Annually																																													
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.	No.	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9										<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> </table>	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9									
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12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	<p>The entity does not consider the Principles material to its business (Yes/No)</p> <p>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</p> <p>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</p> <p>It is planned to be done in the next financial year (Yes/No)</p> <p>Any other reason (please specify)</p>	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9										<table border="1"> <tr> <td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td><td>P</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> </table>	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9									
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		Pennar Industries has policies covering every BRSR principle																																															



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

Sr. No.	Indicators	Response					
1	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes		
		Board of Directors		The Board is updated on ESG/BRSR development at regular intervals			
		Key Managerial Personnel	2	2	95%		
		Employees other than BoD and KMPs	223	32	55%		
		Workers	463	39	78%		
2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):	Monetary					
			NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
		Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
		Settlement	NIL	NIL	NIL	NIL	NIL
		Compounding fee	NIL	NIL	NIL	NIL	NIL
		Non-Monetary					
			NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
		Imprisonment	NIL	NIL	NIL	NIL	
		Punishment	NIL	NIL	NIL	NIL	
		3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions		
There were no fines or penalties being imposed during FY22-23							

- 4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company's governance policies are based on upholding ethics, being transparent with stakeholders, providing proper and timely disclosure, etc. The Company's commitment to ethical and lawful business conduct is a fundamental shared value of the Board of Directors, the Senior Management and all other employees of the Company. It encourages the stakeholders of the entity to take positive actions, which not only are commensurate with the Company's values and beliefs but are also perceived to be so. Further, the Code of Conduct is applicable to the Directors and Senior Management personnel. The Code of Conduct embodies the belief that acting always with the Company's legitimate interest in mind and being aware of the Company's responsibility towards its stakeholders is an essential element of the Company's longterm excellence. In the selection of its vendors and contractors, the Company ensures to identify and deal with those who can maintain and follow ethical standards. The relevant stakeholders of the Company are also made aware through different engagement channel of the said values from time to time.

5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:	FY2022-23 (Current Financial Year)		FY2021-22 (Previous Financial Year)	
		Directors	KMPs	Employees	Workers
		0	0	0	0
		0	0	0	0
		0	0	0	0
		0	0	0	0

6	Details of complaints with regard to conflict of interest	FY2022-23 (Current Financial Year)		FY2021-22 (Previous Financial Year)	
		Number	Remark	Number	Remark
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

There were no complaints received during FY2022-23 therefore no corrective action plan has been undertaken.

Leadership Indicators

1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
		FY2022-23 (Current Financial Year)	Safety, Workplace ethics and discipline. The company has engaged with its value chain partners to conduct these awareness programs covering all our manufacturing locations	90% of the major value chain partners engaged in facility management are covered
2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	Yes. The Code of Conduct specifies avoidance of conflict of interest. However, this is only a guiding principle and in case of any potential conflict, it will be disclosed, and necessary action will be considered by the Board and the management. Further, the Board of Directors provide necessary disclosures about entities/firms in which they and/or their relatives are interested. Any transactions with these entities/firms gets prior approval of the Audit Committee or the Board as part of Related Party Transactions. If a Director is interested, she or he does not participate in the discussion in which this item is considered.		

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators**

Sr. No.	Indicators	Response			
			FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.	R&D	-	-	-
		Capex	-	-	-
2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?	The company plans to create a sustainable supply chain programme that will formalise environmental and social assessments for suppliers.			
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for	(a) Plastics (including packaging) (b) E-waste (c) Hazardous waste (d) other waste.	The Company has an environmental management system where it has operational control procedures to generate, handle, store and disposal of wastes like plastics, E waste, hazardous wastes and other wastes. Reclamation of product is not applicable due to the nature of business.		
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	EPR is now required for all plastic packaging materials used in businesses. As a result, the organisation is in the process of and registering for the EPR. The SOP's for recycling plastic waste is under development and it will be established across all operations after the registration process.			

Leadership Indicators

Sustainability		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	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?						
					Pennar Industries Ltd manufactures products based on OEM specifications, the Company is in the process of shortlisting few products aligning business demands. Pennar Industries Ltd intends to evaluate the life cycle impact of those products in the near future.		

2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same	Name of Product / Service	Description of the risk / concern	Action Taken																							
		Pennar Industries Ltd intends to evaluate the life cycle impact of products in future. Hence, this is not applicable at the moment																									
3	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		<table border="1"> <tr> <th colspan="2">Recycled or re-used input material to total material</th> </tr> <tr> <td style="text-align: center;">FY22-23 Current Financial Year</td> <td style="text-align: center;">FY21-22 Previous Financial Year</td> </tr> <tr> <td style="text-align: center;">NA</td> <td style="text-align: center;">NA</td> </tr> </table>	Recycled or re-used input material to total material		FY22-23 Current Financial Year	FY21-22 Previous Financial Year	NA	NA																	
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FY22-23 Current Financial Year	FY21-22 Previous Financial Year																										
NA	NA																										
4	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:	<table border="1"> <tr> <td>Plastics (including packaging)</td> </tr> <tr> <td>E-waste</td> </tr> <tr> <td>Hazardous waste</td> </tr> <tr> <td>Other waste</td> </tr> </table>	Plastics (including packaging)	E-waste	Hazardous waste	Other waste	<table border="1"> <tr> <th colspan="3">FY22-23 Current Financial Year</th> <th colspan="3">FY21-22 Previous Financial Year</th> </tr> <tr> <th>Re-Used</th> <th>Recycled</th> <th>Safely Disposed</th> <th>Re-Used</th> <th>Recycled</th> <th>Safely Disposed</th> </tr> <tr> <td colspan="6" style="text-align: center;">Reclamation of product is not applicable due to the nature of business.</td> </tr> </table>			FY22-23 Current Financial Year			FY21-22 Previous Financial Year			Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed	Reclamation of product is not applicable due to the nature of business.					
Plastics (including packaging)																											
E-waste																											
Hazardous waste																											
Other waste																											
FY22-23 Current Financial Year			FY21-22 Previous Financial Year																								
Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed																						
Reclamation of product is not applicable due to the nature of business.																											
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category	Reclamation of product is not applicable due to the nature of business.																							
Reclamation of product is not applicable due to the nature of business.																											

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

Essential Indicators

Sr. No.	Indicators	Response											
1	a. Details of measures for the well-being of employees:	% of employees covered by											
		Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
				Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
		Permanent employees											
		Male	1829	1829	100%	1829	100%	0	0	0	0	0	0
		Female	149	149	100%	149	100%	3	2%	0	0	0	0
		Total	1978	1978	100%	1978	100%	0	0	0	0	0	0
		Other than Permanent employees											
		Male	73	73	100%	73	100%	0	0	0	0	0	0
		Female	5	5	100%	5	100%	0	0	0	0	0	0
		Total	78	78	100%	78	100%	0	0	0	0	0	0



Sr. No.	Indicators	Response									
		% of workers covered by									
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	805	805	100%	803	100%	0	0%	0	0	0	0
Female	48	48	100%	48	100%	1	2%	0	0	0	0
Total	853	853	100%	851	100%	0	0%	0	0	0	0
Other than Permanent employees											
Male	2721	2721	100%	2721	100%	0	0%	0	0	0	0
Female	504	504	100%	504	100%	0	0%	0	0	0	0
Total	3225	3225	100%	3225	100%	0	0%	0	0	0	0

2	Details of retirement benefits, for Current FY and Previous Financial Year.	Benefits	FY22-23 Current Financial Year			FY 21-22 Previous Financial Year		
			No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
		PF	95%	100%	Y	99%	100%	Y
		Gratuity	95%	100%	Y	99%	100%	Y
		ESI	25%	13%	Y	30%	21%	Y
		Others – please specify						

3. Accessibility of workplaces Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. Yes, the venues where the Company conducts business are accessible to those with disabilities. Elevators, ramps, and other infrastructure are present in offices buildings and manufacturing facilities where ever required.
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

YES

5	Return to work and Retention rates of permanent employees and workers that took parental leave.	Gender	Permanent employees		Permanent workers
			Return to work rate	Retention rate	Return to work rate
		Male	NA	NA	NA
		Female	NA	NA	NA
		Total	NA	NA	NA

6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief	Yes/No (If Yes, then give details of the mechanism in brief)
	Permanent Workers	Welfare Officer is appointed to address the Grievances (The Company has in place the Whistle Blower policy and Welfare Committee that takes care of employee grievances. It also conducts POSH Meetings. Dedicated channels for raising such grievances have been put in place and communicated to all the concerned stakeholders for smooth and direct communication.)
	Other than Permanent Worker	Welfare Officer is appointed to address the Grievances (All non-permanent employees who work in TII manufacturing locations are covered as part of TII's policy frameworks. We have dedicated channels to capture the grievances of non-permanent employee (if any).)
	Permanent Employees	SLA based Help Desk on HRMS
	Other than Permanent Employees	-

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity	Category	FY2022-23 (Current Financial Year)			FY2021-22 (Previous Financial Year)		
			Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
		Total Permanent Employees	0	0	0%	0	0	0%
		Male	0	0	0%	0	0	0%
		Female	0	0	0%	0	0	0%
		Total Permanent Workers	853	813	95%	855	815	95%
		Male	805	765	95%	806	766	95%
		Female	48	48	100%	49	49	100%

8.	Details of training given to employees and workers:	FY2022-23 Current Financial Year					FY2021-22 Previous Financial Year					
		Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation		
No. (B)	% (B/A)		No. (C)	% (C/A)	No. (E)	% (E/D)		No. (F)	% (F/D)			
		Employees										
		Male	1829	1329	73%	0	0%	1792	1243	69%	0	0%
		Female	149	56	38%	0	0%	135	54	40%	0	0%
		Total	1978	1385	70%	0	0%	1927	1297	67%	0	0%
		Worker										
		Male	805	805	100%	46	6%	806	806	100%	43	5%
		Female	48	48	100%	12	25%	49	49	100%	9	18%
		Total	853	853	100%	58	7%	855	855	100%	52	6%



9	Details of performance and career development reviews of employees and worker:	FY2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
	Employees						
	Male	1829	1166	64%	1792	1114	62%
	Female	149	86	58%	135	64	47%
	Total	1978	1252	63%	1927	1178	61%
	Worker						
	Male	NA	NA	NA	NA	NA	NA
	Female	NA	NA	NA	NA	NA	NA
	Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

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

Yes: Implementation of PIL Occupational Health and Safety policy, OHSAS 18001:2007. In order to create and maintain a safe and healthy working environment and comply with the OSH requirements pursuant to national laws and regulations, employers are encouraged to make appropriate arrangements for the establishment of an OSH management system.

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

Hazard identification and risk assessment is being carried out for identifying potential hazards/risks. Risk reduction programs are taken up for elimination/minimizing risks. safety council conducted meetings with all critical employees of safety, HR, admin every week key indicators review for leadership on monthly basis to ensure all risks are identified and diagnosed with strict SLA's.

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

Yes, workers' participation to report work related hazards are covered as part of Safety Committee meetings. Going forward this is planned to be horizontally deployed in other locations.

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

Yes. The employees / workers have access to non-occupational medical and health care services. For smaller issues/ concerns they get treated at factory occupational health centres. For other issues, on a need basis they are referred to hospitals and get covered under medical insurance.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2	2
	Workers	2	0
Total recordable work-related injuries	Employees	2	7
	Workers	7	25
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	5
	Workers	5	9

12. Describe the measures taken by the entity to ensure a safe and healthy work place. Identify suitable safety gear (PPEs) and issue to employees based work, Carryout the risk assesment study, Conduct

EHS training on various topics, implementation of work permit systems, identify the unsafe conditons and unsafe acts, Conduct safety committee meetings periodically, conduct safety awarness campines to create safety awarness on employee and reward system, implement the statutory requirements and etc.

13	Number of Complaints on the following made by employees and workers:	FY 2022- 23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Working Conditions	45	0		64	5	
	Health & Safety	1	1		2	1	

14	Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Health and safety practices	80%
	Working Conditions	100%

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

Identify suitable safety gear (PPEs) and issue to employees based work, Carryout the risk assesment study, Conduct EHS training on various tops, implementation of work permit systems, identify the unsafe conditons and unsafe acts, Conduct safety committee meetings periodically, conduct safety awarness campines to create safety awarness on employee and reward system, implement the statutory requirements and etc.

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, we have death benefits

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

The Company collects the proofs of deposits of statutory dues like payment challans etc. from the value chain partners before releasing their bills regularly and ensures that the statutory dues have been deducted and deposited by the value chain partners with the relevant statutory authorities.

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/ worker		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2022- 23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 Previous Financial Year)
	Employees	0	0	0	0
	Workers	0	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)

No.



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	NA
		Working Conditions	NA
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		NA

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

Sr. No.	Indicators	Response
1	Describe the processes for identifying key stakeholder groups of the entity	<p>Pennar Industries Limited has developed organization-level processes aimed at fostering open and constructive interactions with its stakeholders. These processes serve to enhance the company's comprehension of pertinent matters and aid in recognizing the attributes of stakeholders that contribute to their significance within the business context, warranting meaningful engagement.</p> <p>Engagement with stakeholders presents a valuable opportunity for Pennar Industries Limited to serve them in a sustainable manner and to adapt its strategies to deliver optimal value. Through collaborative partnerships with stakeholders, the company actively involves them in decision-making processes, product and process enhancements, thus cultivating an environment conducive to mutual growth.</p> <p>At a strategic level, the company diligently considers stakeholder concerns, incorporating them into its decision-making processes. Pennar Industries Limited's stakeholder engagement framework serves as a blueprint for connecting with stakeholders and addressing their primary issues. The subsequent table outlines various stakeholder groups that have established direct or indirect interactions with the company, delineating their modes of involvement and key concerns.</p>

2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		Customers	No	One on One meetings, Exhibitions	Regular interval	<ol style="list-style-type: none"> 1. Product and delivery timelines, 2. Customer data protection and privacy, 3. Product efficacy, 4. Quality, 5. Sustainable supplies and 6. Safety
		Investors	No	Investor calls/ presentations Press releases and publications Statutory reports Annual General Meeting Stock Exchange announcements	Regular interval	<ol style="list-style-type: none"> 1. Financial performance 2. Business updates 3. Growth plans and product pipeline 4. Sustainability performance
		Regulators	No	Engagement on a need basis, Participation in forums		<ol style="list-style-type: none"> 1. Sustainable practices, 2. Compliance and 3. Inclusive growth
		Employees	No	Formal induction at the time of joining, Technical and non-technical training programs, Town hall meetings, Operations review meetings, Intranet portal, Grievance redressal mechanism, Programs and competitions for employees and their families and Mailers on Safety, Health especially	Regular interval	<ol style="list-style-type: none"> 1. Workplace safety, 2. employee welfare, 3. Professional growth, 4. Employee benefits and other facilities, 4. Diversity at the workplace, 5. Leadership connect sessions, 6. Equal opportunities, 7. Wages and benefits and, 8. Work-life balance
		Business partners / suppliers and service providers	No	Contract agreements, Seminars and Industrial Meets	Regular interval	<ol style="list-style-type: none"> 1. Payment processing cycles 2. Business ethics and transparency and 3. Sustainability performance

**Leadership Indicators**

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

The Company leverages various formal as well as informal channels communication to engage its stakeholders with the Board. These encompass digital means as well as Corporate Social Responsibility (CSR) initiatives, statutory report, learning and development platforms and events for internal communications. Other significant topics are communicated to the Board at regular intervals through various channels.

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

Yes, By engaging with stakeholders provides us an opportunity to serve them in the best sustainable way and redefine our strategies to deliver the maximum value. By partnering with the stakeholders, the Company involves them in the decision making, product and process improvement and create an enabling environment to do better together.

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

At a strategic level, stakeholder issues are examined and taken into account. The stakeholder engagement framework represents how the Company connect with our stakeholders and address their major problems. The table provided in the principle 4 details the various stakeholder groups that have had direct or indirect contact with Laurus Labs, as well as their ways of involvement and key concerns.

PRINCIPLE 5: Businesses should respect and promote human rights

Sr. No.	Indicators	Response					
		FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:						
	Employees						
	Permanent	1,978	1,978	100%	1927	1927	100%
	Other than permanent	78	78	100%	85	85	100%
	Total Employees	2,056	2,056	100%	2012	2012	100%
	Workers						
	Permanent	805	805	100%	806	806	100%
	Other than permanent	3225	3225	100%	49	49	100%
	Total Workers	4,030	4,030	100%	855	855	100%

2. Details of minimum wages paid to employees and workers, in the following format	Category	FY 2022-23 Current Financial Year				FY 2021-22 Previous Financial Year					
		Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees											
Permanent											
Male	1829	0	0%	1829	100%	1792	0	0%	1792	100%	
Female	149	0	0%	149	100%	135	0	0%	135	100%	
Other than Permanent											
Male	73	0	0%	73	100%	71	0	0%	71	100%	
Female	5	0	0%	5	100%	5	0	0%	5	100%	
Workers											
Permanent											
Male	805	0	0%	805	100%	806	0	0%	806	100%	
Female											
Other than Permanent											
Male	2721	2721	100%	0	0%	2747	2747	100%	0	0%	
Female	504	504	100%	0	0%	443	443	100%	0	0%	

3. Details of remuneration/ salary/wages, in the following format:	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10	₹ 12 LPA	1	₹ 7 LPA
Key Managerial Personnel	5	₹ 124 LPA	0	0
Employees other than BoD and KMP	1833	₹ 4.33 LPA	151	₹ 3.28 LPA
Workers	755	₹ 4.26 LPA	48	₹ 3.84 LPA

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

Yes, the Internal Complaints Committee (w.r.t POSH) , the human resources departments are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company has a POSH policy in place that acts as a blanket in addressing grievances related to human rights issues.

Further, PIL's Whistle Blower Policy and Code of Conduct provides guidelines for the committee formation and working should there be an investigation.

6 Number of Complaints on the following made by employees and workers:	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-



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

The Company has an internal committee (w.r.t POSH policy) which addresses grievances related discrimination and harassment cases. Whistle-blower Policy provides Directors, Employees, customers and vendors an avenue to raise concerns, in line with the commitment of PIL to the highest possible standards of ethical, moral and legal business conduct and its commitment to open communication. Code of Conduct addresses grievances related to employee's conduct at work.

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

Yes, the Company gives human rights high importance thereby making it an integral part of its business agreements and contracts.

9. Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
Child labour	-	-	-	-	-	-
Forced/involuntary labour	-	-	-	-	-	-
Sexual harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Others – please specify	-	-	-	-	-	-

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

There were no significant risks identified. Hence, no corrective action has been taken.

Leadership Indicators1 Details of a business process being modified / introduced as a result of addressing human rights grievances complaints.
Nil

2 Details of the scope and coverage of any Human rights due-diligence conducted.

Nil

3 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's operating locations are accessible to differently abled employees, workers and visitors. Corporate office locations and plants have Ramps, sidewalks and elevators and all the necessary infrastructure to support differentially abled. Sign-boards are placed at every location to assist employees/workers with hearing aids.

4	Details on assessment of value chain partners:	% of value chain partners (by value of business done with such partners) that were assessed	
	Child labour		Nil
	Forced/involuntary labour		
	Sexual harassment		
	Discrimination at workplace		
	Wages		
	Others – please specify		

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

NA

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators**

Sr. No.	Indicators	Response		
		Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	Total electricity consumption (A)	23,824,714	23,129,988
		Total fuel consumption (B)	56,632	49,347
		Energy consumption through other sources ©	3,759,638	20,566,428
		Total energy consumption (A+B+C)	27,640,984	43,745,763
		Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0	0
		Energy intensity (optional) – the relevant metric may be selected by the entity	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	NO	

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

Not Applicable

3.	Provide details of the following disclosures related to water, in the following format.	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		(i) Surface water	58,139	55,471
		(ii) Groundwater	2,486	2,254
		(iii) Third party water	37,723	45,644
		(iv) Seawater / desalinated water	-	-
		(v) Others	-	-
		Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	98,348	1,03,369
		Total volume of water consumption (in kilolitres)	96,636	1,02,696
		Water intensity per rupee of turnover (Water consumed / turnover)	-	-
		Water intensity (optional) – the relevant metric may be selected by the entity	-	-
		Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	-	-

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

We have ZLD plant. In this we receive two types of effluents one for LOW TDS Rinse water and other is spent acid. Low TDS rinse water will be neutralised (9 PH) with Caustic lye solution and then pass through filter press for separation of suspended solids (Iron sludge will send to Co- Processing units like cement factors) and then pass through RO system. The product water will be reused to process and reject water will send to Multiple Effect Evaporator feed tank. Other Effluent spent acid will be neutralised with LIME powder solution (9 PH) and Pass through Filter press for separation of suspended solids and High TDS water will be Treated in MEE system. MEE condensate water will be treated through RO and further to be used in process. And Reject water pass through ATFD system to separate solids. And solids disposal through TSDF Telangana Government certified industry (Re-Sustainability Ltd).



5.	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format	Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		NOx	(mg /m3)	26	24
		SOx	(mg /m3)	12	12
		Particulate matter (PM)	(mg /m3)	65	59
		Persistent organic pollutants (POP)	NA	NA	NA
		Volatile organic compounds (VOC)	NA	NA	NA
		Hazardous air pollutants (HAP)	NA	NA	NA
		Others – please specify	(mg / m3)	25	21
		1. Particulate matter (PM 2.5)			
		2. Suspended particulate matter	(mg / N m3)	61	59
		3. Hydrochloric Acid Concentration	(mg / N m3)	11	12
		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, M/s Lawn enviro associates as a third Party to monitor the Environment monitoring data for every month.M/s Lawn enviro associates is Recognised by Ministry of Environment forest & Climate Change (MoEF & CC), GOI ,New Delhi & Laboratory Accredited by NABL.	

6.	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:	Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
		Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
		Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	0	0
		Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	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.		NO	

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

All lightings changed to LED

8.	Provide details related to waste management by the entity, in the following format:	Parameter	FY 2022-23	FY 2021-22
			(Current Financial Year)	(Previous Financial Year)
		Plastic waste (A)	NA	NA
		E-waste (B)	0.36	0.31
		Bio-medical waste (C)	0.25	0.2
		Construction and demolition waste (D)	NA	NA
		Battery waste (E)	66 NO'S	BUY BACK POLICY
		iron sludge(G)	NA	1220
		PPE waste(H)	1669.28	34.86
		MEE Salts(I)	21.56	90.52
		Coolant oil(J)	30.64	46.3
		Radioactive waste (F)	50.64	NA
		Other Hazardous waste. Please specify, if any. (G)	NA	NA
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
		Total (A+B + C + D + E + F + G + H)	1772.48	1391.99
		For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
		Category of waste		
		(i) Recycled	1669.28	1220
		(ii) Re-used	NA	NA
		(iii) Other recovery operations	NA	NA
		Total	1669.28	1220
		For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
		Category of waste		
		(i) Incineration	NA	NA
		(ii) Landfilling	30.64	90.52
		(iii) Other disposal operations	NA	NA
		Total	30.64	90.52
		Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
				NO

- 9 Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The company collect all the generated hazardous waste in house. The collected separate hazardous will storage as per classification like iron sludge-waste etc. and the storage waste will dispose as per TSPCB authorised vendors only.

10	If the entity has operations/ offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format	S. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
		1	-	-	-
		2	-	-	-
		3	-	-	-
		4	-	-	-



11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
		1	-	-	-	-	-
		2	-	-	-	-	-
		3	-	-	-	-	-
		4	-	-	-	-	-
		5	-	-	-	-	-

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

Yes, the Company comply with all applicable environmental laws/regulations

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
-	-	-	-	-

Leadership Indicators

1.	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		From renewable sources		
		Total electricity consumption (A)		
		Total fuel consumption (B)		
		Energy consumption through other sources (C)		
		Total energy consumption (A+B+C)		
		From Non renewable sources		
		Total electricity consumption (D)		
		Total fuel consumption €		
		Energy consumption through other sources (F)		
		Total energy consumption (D+E+F)		
		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		None

2	Provide the following details related to water discharged:	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		Water discharge by destination and level of treatment (in kilolitres)		
		(i) To Surface water	55471	58139
		No treatment		
		With treatment – please specify level of treatment	33709	34372
		(ii) To Groundwater	2254	2486
		No treatment		
		With treatment – please specify level of treatment	1765	1988
		(iii) To Seawater	NA	NA
		No treatment		
		With treatment – please specify level of treatment		
		(iv) Sent to third-parties	NA	NA
		No treatment		
		With treatment – please specify level of treatment		
		(v) Others	NA	NA
		No treatment		
		With treatment – please specify level of treatment		
		Total water discharged (in kilolitres)	35474	36360
		Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		No
3.	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area (ii) Nature of operations (iii) Water withdrawal, consumption and discharge in the following format	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		(i) Surface water		
		(ii) Groundwater		
		(iii) Third party water		
		(iv) Seawater / desalinated water		
		(v) Others		
		Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Not Applicable	Not Applicable
		Total volume of water consumption (in kilolitres)		
		Water intensity per rupee of turnover (Water consumed / turnover)		
		Water intensity (optional) – the relevant metric may be selected by the entity		
		Water discharge by destination and level of treatment (in kilolitres)		
		(i) To Surface water		
		No treatment		
		With treatment – please specify level of treatment		
		(ii) To Groundwater		
		No treatment		
		With treatment – please specify level of treatment		
		(iii) To Seawater		
		No treatment		
		With treatment – please specify level of treatment	Not Applicable	Not Applicable
		(iv) Sent to third-parties		
		No treatment		
		With treatment – please specify level of treatment		
		(v) Others		
		No treatment		
		With treatment – please specify level of treatment		
		Total water discharged (in kilolitres)		
		Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		NO



4. Please provide details of total Scope 3 emissions & its intensity, in the following format	Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		Not Applicable
Total Scope 3 emissions per rupee of turnover				
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity				
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency				

- 5 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

None of the operations/offices of Pennar industries limited are located in/around ecologically sensitive areas

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:	S.No	Unit	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		1	Energy Efficiency	Replacement of MH lights with LED lights
	2	Renewable Energy	In-house Roof top solar power generation	Reduction in Carbon emission
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-
	-	-	-	-

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

The Company is working towards developing a disaster management plan in the future.

- 8 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.

The value chain of Pennar Industries has no significant adverse impact on the environment. However, the Company stays vigilant and promotes awareness on environment sustainability.

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

The Company at present, looking into formulating a sustainable supply chain program to assess social and environmental practices of our suppliers.

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

Essential Indicators

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

S.No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chamber of Commerce and Industry	National

	Name of authority	Brief of the case	Corrective action taken
2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities		No issues related to anticompetitive conduct by the entity has been identified by regulatory authorities.	

Leadership Indicators

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
1. Details of public policy positions advocated by the entity:					
Over the course of this year, we haven't advocated for any particular public policies.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

The Company continuously endeavours for the improvement of communities around its operating locations. All CSR programmes are closely monitored through field visits, comprehensive documentation and regular interaction with beneficiary communities. The Company has set in place a CSR Committee which streams down to personnel who act as key point of contacts for any communication from the communities. The Company also conducts needs assessment studies and accordingly focuses its efforts on community development projects in the vicinities of its operating locations.



4. Percentage of input material (inputs to total inputs by value) sourced from suppliers	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
		Directly sourced from MSMEs/ small producers Sourced directly from within the district and neighbouring districts	

Leadership Indicators

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

2.	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies	S. No	Project Name	State	Amount spent (In ₹)
		1	Promoting Education and health care	Telangana	77.63 Lakhs
		2	Promoting national recognise sports	Telangana	7 lakhs
		3	Rural development and construction of animal hostel	Telangana	90.45

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

The nature of business does not involve sourcing of material from marginalized/vulnerable groups

(b) From which marginalized /vulnerable groups do you procure?

NA

(c) What percentage of total procurement (by value) does it constitute?

NA

Not applicable as the Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge.

4.	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge	S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NA	NA	NA	NA	NA

5.	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved	Name of authority	Brief of the Case	Corrective action taken
		NA	NA	NA

6.	Details of beneficiaries of CSR Projects:	S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
		1	Donations to ABV Foundation for the promotion of education and primary health		

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators**

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

The customer complaints are monitored and resolved by Pennar Industries Ltd's Quality team with each of its business divisions in order to facilitate faster resolution. The Company also keeps track of customer satisfaction with respect to quality on a regular basis.

2.	Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:	As a percentage to total turnover
	Environmental and social parameters relevant to the product	NA
	Safe and responsible usage	NA
	Recycling and/or safe disposal	NA

3	Number of consumer complaints in respect of the following:	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)	
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year
	Data privacy			The coverage of existing IT policy, do cover data privacy and cyber security for all employess/stakeholders, further to that we are in the process of redefining, PI, FPIs and other key sensitive information.		
	Advertising					
	Cyber-security					
	Delivery of essential services					
	Restrictive Trade Practices					
	Unfair Trade Practices					
	Other					

4.	Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
	Voluntary recalls		The company manufactures safety critical products which are supplied directly supplied to automobile and non-automobile sectors as well as to Tier 1 and Tier 2 vendors manufacturing components for OEMs
	Forced recalls		

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

YES, web-link: <https://www.pennarindia.com/corporate-governance.php>

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

There have no instances of 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.

Leadership Indicators

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

The platforms used for the information are the Company's website, Annual Report, social media platforms and media advertisement/publications. Information relating to all the products and services provided by the Company are available on the Company's website at <https://www.pennarindia.com/index.php>



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

Pennar Industries Ltd manufactures safety-critical components, supplying them directly to both automobile and non-automobile sectors. These components are also provided to Tier 1 and Tier 2 vendors engaged in manufacturing OEM components. The company takes all necessary measures to inform and educate customers about its products.

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

NA

4. 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)

5. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact: 0

b. Percentage of data breaches involving personally identifiable information of customers: 0.00%