

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L27100GJ1986PLC009212
2	Name of the Listed Entity	RAJOO ENGINEERS LIMITED
3	Year of incorporation	1986
4	Registered office address	Rajoo Avenue, Survey No. 210, Plot No.1 Industrial Area, Veraval Shapar, Rajkot - 360 024, Gujarat, India
5	Corporate address	Rajoo Avenue, Survey No. 210, Plot No.1 Industrial Area, Veraval Shapar, Rajkot - 360 024, Gujarat, India
6	E-mail	compliances@rajoo.com
7	Telephone	9712962704
8	Website	www.rajoo.com
9	Financial year for which reporting is being done	Financial year ended 31st March 2025
10	Name of the Stock Exchange(s) where shares are listed	1) BSE Limited 2) National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 17,86,75,293.00
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Nikhil Gajjar Company Secretary and Compliance Officer
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Name of the assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

### II. Products/services

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
1	Manufacturing of Machinery	Plastic extrusion plant & machineries	98.42%

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
1	Plastic Extrusion Plant & Machinery	29291	98.42%

### III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated			
Location	Number of plants	Number of offices	Total
National	2	5	7
International	0	0	0
19. Markets served by the entity			

**a. Number of locations**

Locations	Number
National (No. of States)	28
International (No. of Countries)	39

b. What is the contribution of exports as a percentage of the total turnover of the entity ? **54.19%**

c. A brief on types of customers : **B2B, Other Clients are private companies including foreign companies in various industries.**

**IV. Employees**

**20. Details as at the end of Financial Year :**

a. Employees and workers (including differently abled) :

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
EMPLOYEES						
1.	Permanent (D)	183	175	95.63%	8	4.37%
2.	Other than Permanent (E)	57	54	94.74%	3	5.26%
3.	<b>Total employees (D + E)</b>	<b>240</b>	<b>229</b>	<b>95.42%</b>	<b>11</b>	<b>4.58%</b>
WORKERS						
4.	Permanent (F)	102	102	100.00%	0	0.00%
5.	Other than Permanent (G)	8	8	100.00%	0	0.00%
6.	<b>Total workers (F + G)</b>	<b>110</b>	<b>110</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	0	0.00%	1	100%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D+E)	1	0	0.00%	1	100%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100.00%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	2	2	100.00%	0	0

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel	0	0	0

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.86%	18.18%	26.04%	8.53%	11.11%	19.64%	6.06%	25.00%	31.06%
Permanent Workers	4.55%	0.00%	4.55%	1.90%	0.00%	1.90%	4.85%	0.00%	4.85%

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

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/subsidiary/ associate companies/ joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Rajoo Bausano Extrusion Pvt. Ltd.	Joint Venture	49%	No

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

(ii) Turnover (in Rs.)	25,365.51 Lakhs
(iii) Net worth (in Rs.)	15,308.10 Lakhs

## VII. Transparency and Disclosures Compliances

### 25. 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)	FY 2024-25 Current Financial Year			FY 2023-24 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	No	Nil	Nil	NA	-	-	-
Investors	No	Nil	Nil	NA	-	-	-
(other than shareholders)							
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 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
Shareholders	Relevant policies can be accessed at <a href="http://www.rajoo.com">www.rajoo.com</a>	24	Nil	Nil	4	0	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil
Customers		Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)		Nil	Nil	Nil	Nil	Nil	Nil

## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format :-

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste Management	Risk	Waste is generated across all manufacturing shops / divisions. This waste may hazardous or nonhazardous. Lack of waste management reflects operational inefficiency and may hinder operations.	Hazardous waste are being discharge through certified vendors. Nonhazardous waste are being reused in production or being sold out.	Negative : Compliance & Remediation Cost.
2	Declining Cost of Solar Technology	Opportunity	Technological advancements are reducing costs of PV panels, inverters, and storage.	Invest in R&D and strategic procurement to stay competitive.	Positive – Lower capital expenditure increases project returns.
3	Health & Safety	Opportunity	Workplace accident and unsafe working environment lead to rise in liability and employee downtime which affect production and productivity	Strengthening safety protocol, safety training and invest in safety tools & equipments	Negative : Non-Compliance Cost. Position: Increase Production and Productivity.
4	Product Quality, Performance and Customer Management	Opportunity	Quality and Performance is prime focus for any product. Substandard or poor quality or performance of product raise dissatisfaction or dislike amongst customers and company cannot retain its existing customers or sustain its business in long run.	Improves its product performance through in house research facility	Positive : Increased Customer Satisfaction, Brand Value and loyalty.
5	Research & Development Innovation, customization	Opportunity	Company operates in highly technical sensitive market where innovation in technology is constant process. Failure to offer innovative products, technology will lead to loss of customer and market. On other hand, offering innovative, customized products not only retain and sustain customers & market but also increased customers confidence in their own business and ventures.	Company has In house Research & Development Facility by which company has large product basket encompassing more than 200+ variants which along with customization of products,	Positive : Innovative and Customized Products can be offered to Customer.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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)
				offering solutions for all kind of manufacturing in any end user industries.	
6	Employees well being development	Risk & Opportunity	Company has vertically integrated Manufacturing facility and having large basket of products developed to cater needs of all kinds of manufacturing operations across various end user industries. In the absence of personal development, self-motivation and team spirit amongst employees, Company could not grow and sustain its business operation in long run. On other hand, selfmotivated team having a team spirit not only make growth & development but bring satisfaction amongst stakeholders in their relationship with company.	A company treats its employee as its assets and so successful in building self-motivated energetic team tend to have team spirit. For wellbeing & development of employees, company provides many facilities and undertake activities like healthy food, clean & healthy work environment, sports & cultural activities, personal and professional development programme, etc.	Overall Growth of Company and boost employee morale. (Benefits cannot be measured in financial terms)

## SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	9

### Policy and management processes

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

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	<a href="https://www.rajoo.com/investorszone.html#sec4">https://www.rajoo.com/investorszone.html#sec4</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity & mapped to each principle.	P2 = ISO: 9001:2015- Quality Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is engaged in identifying relevant areas and key performance indicators for each principle that would aid in laying roadmap for attaining short, medium and long term goals and target.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of the Company on Environment, Social and Governance measures are provided in the respective principles of this report.								

## 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)

**Reply :- For Rajoo Engineers Limited, to grow sustainably and be resilient over the long run, ESG integration is essential. It emphasises how crucial it is to lessen the impact on the environment, promote social responsibility, and maintain strong governance in order to satisfy stakeholder expectations and legal requirements. This dedication not only improves the Company's image but also draws in talent and spurs innovation to create better goods and a better world." - Mr. Utsav K. Doshi, Joint Managing Director**

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Utsav K. Doshi, Joint Managing Director, supported by the Board of Directors
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No.

## 10. Details of Review of NGRBCs by the Company :

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/Any other Committee									Frequency (Annually/Half-yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed on ongoing basis by respective Department heads/ Senior management and related briefs are placed before Board of Directors									Quarterly								
Compliance requirements of relevance to the principles & rectification of any non-compliances	The Company is in compliance with applicable laws and regulations. The Board of Directors reviews the status of compliance of all the applicable laws on a quarterly basis									Quarterly								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Yes, below mentioned ISO certification made company's policies and practice subject to external scrutiny and internal audit at regular interval. ISO 9001: 2015								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:										
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
The entity does not consider the Principles material to its business (Yes/No)The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not applicable, as all principles are covered by respective policies									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										



## Section C: Principle Wise Performance Disclosure

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

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

### Essential Indicators

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

Segment	Total number of training & awareness programs held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	3	A) Updates and awareness related to: 1) Regulatory requirements 2) Strategy update 3) Industry outlook and changes 4) Business update 5) Code of Conduct are conducted for the Board of Directors & KMPs B) Plastic Technology Update	100
Key Managerial Personnel	2	Updates and awareness related to: 1) Regulatory requirements 2) Strategy update 3) Industry outlook and changes 4) Business update 5) Code of Conduct are conducted for the Board of Directors & KMPs 6) QMS Fundamentals & Vocabulary	100
Employees other than BoD and KMPs	2	a. Relevance & Importance of QMS Requirements related to Purchase & VD. b. Functional Areas, Induction and Personal Development. Impact : Training in area such safety, quality, management system, and skill upgradation improve productivity and engagement of employee.	85%
Workers	2		
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					
Details	NGRBC Principle	Name of the regulatory/ enforcement Agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been Preferred? (Yes/No)
Penalty/ Fine	Principle 1	BSE Limited	Rs. 5900/-	The fines have been imposed on the Company for non-compliance of Regulation 23(9) of Listing Regulations, pertaining to delay in disclosure of related party transactions on consolidated basis, for the half year ended March 31, 2024 (delay of one day).	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary				
Details	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
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. **No**

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

**Reply :-** There has been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery/corruption against directors / KMPs/ employees / workers that have been brought to the Company's attention.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.  
**Not Applicable, as there are no cases of corruption and conflicts of interest**

8 Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured) in the following format :

	FY 2024-25 (Current Financial Year)	FY 2023-24FY (Previous Financial Year)
Number of days of accounts payable	43.21	54.63

9 Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format :

Parameter	Metrics	FY 2024-25 (Current Financial Year) Amt. in Lakhs	FY 2023-24 (Current Financial Year) Amt. in Lakhs
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers /distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	NA	NA
Share of RPTs in	Purchases (Purchases with related parties /Total Purchases)	0.15	4.32
	Sales (Sales to related parties / Total Sales)	2.83	4.98
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	Investments ( Investments in related parties / Total Investments made)	0	0

#### 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
0	0	0

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.

**Reply :-** Yes, the Company has a Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company has processes on management of conflict of interests involving members of the Board which would take place during the course of normal business activities. The Company receives an annual declaration from its Board of Directors and Senior Management Personnel on the entities they are interested in and ensures approvals as required under the applicable laws are taken prior to entering into transactions with each entities, if any, and are entered in normal course of business and on arm's length basis.

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

### Essential Indicators

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

Details	Current Financial Year (FY 2024-25)	Previous Financial Year (FY 2023-24)	Details of improvements in environmental and social impacts
R&D	158.59 Lacs	160.42 Lacs	The Company ensures to put process in place to track the R&D related expenses and Capex investment in specific technologies, as and when required.
Capex	Nil	Nil	

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

b. If yes, what percentage of inputs were sourced sustainably?

**Yes,** The company has onboarded several vendors that are classified as sustainable sources but due to multiplicity of suppliers, a percentage cannot be derived for reporting purpose of the material sourced from sustainable sources

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

For (a) Plastics Packaging, we encourage design packaging using materials that are easily recyclable (e.g., PET, HDPE) and avoiding materials that are difficult to recycle (e.g., multi-layered packaging). Clear labeling on packaging (e.g., the recycling symbol, instructions on how to dispose of the product) to help consumers identify how to manage it correctly. Our Company disposes off the e-components internally. Further, our industry does not produce any other hazardous waste. (b) E wastes, if any generated are reused to the extent possible for future productions. If the waste is not reusable it is handed over to appropriate recycling agencies. (c) there is no hazardous waste that is reused by us. However processes are in place to ensure such waste if any is disposed appropriately without any damage to environment. (d) all other waste generated in process of production are treated within premise and handed over to appropriate handling agencies to be disposed sustainably

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.

Yes, the waste collection plan is in line with the Extended Producer Responsibility (EPR)

### Leadership Indicators

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?

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.
Not Applicable					

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
Nil		

3. Percentage of recycled or reused input material to total material (by value) used in Products (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	(FY 2023-24) Previous Financial Year
Note:- The re-cycled/ re-used products become part of new machines manufactured, it is not possible to identify specific products manufactured from re-cycled/re-used products.	Nil	Nil
	Nil	Nil

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 :

	FY 2024-25 Current Financial Year			(FY 2023-24) Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

Note : The re-used products become part of new machines manufactured, it is not possible to identify specific products manufactured from re-used products.

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
The reclaimed products become part of new machines manufactured, it is not possible to identify specific products manufactured from reclaimed products.	

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

Essential Indicators											
1. a. Details of measures for the well-being of employees :											
Category	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	229	0	Nil	229	100.00%	0	Nil	0	Nil	0	Nil
Female	11	0	Nil	11	100.00%	0	Nil	0	Nil	0	Nil
Total	240	0	Nil	240	100.00%	0	Nil	0	Nil	0	Nil
Other than Permanent employees											
Male	54	0	Nil	54	100.00%	0	Nil	0	Nil	0	Nil
Female	3	0	Nil	3	100.00%	0	Nil	0	Nil	0	Nil
Total	57	0	Nil	57	100.00%	0	Nil	0	Nil	0	Nil

b. Details of measures for the well-being of workers :											
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	102	0	Nil	1	0.98%	0	Nil	0	Nil	0	Nil
Female	0	0	Nil	0	Nil	0	Nil	0	Nil	0	Nil
Total	102	0	Nil	1	0.98%	0	Nil	0	Nil	0	Nil
Other than Permanent employees											
Male	8	0	Nil	8	100.00%	0	Nil	0	Nil	0	Nil
Female	0	0	Nil	0	Nil	0	Nil	0	Nil	0	Nil
Total	8	0	Nil	8	100.00%	0	Nil	0	Nil	0	Nil

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:-

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.31	0.02

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

	FY 2024-25 Current Financial Year			(FY 2023-24) Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	0.00%	0.00%	N	0.00%	0.00%	N
Others-specify	0.00%	0.00%	N	0.00%	0.00%	N

### 3. Accessibility of workplace.

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, accessibility is given as and when possible.

### 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

The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, colour, origin, nationality, disability, religion, race, caste, gender, sex etc. The Company believes that diversity at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress.

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

	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	3	100.00%	2	100.00%
Female	1	100.00%	0	100.00%
<b>Total</b>	4	100.00%	2	100.00%

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

Particulars	Yes/No (If yes, then give details of the mechanism, in brief))
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

We have a robust 'Whistle Blower Policy' in place which acts as a mechanism for employees, workers and senior management to approach the Compliance Officer or the Chairman of the Audit Committee in situations of misconduct or breach of code of conduct and any other grievances which hamper the functioning of the organization. This policy ensures responsible whistle blowing through efficient redressal and disciplinary action.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
Category	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
<b>Total Permanent Employees</b>	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Permanent Workers</b>	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil



## 8. Details of training given to employees and workers :

		FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year			
Category	Total (A)	On Health and Safety Measures		On Skill up gradation		Total (A)	On Health and Safety Measures		On Skill up gradation	
		No. (B)	% (B/A)	No. (C )	% (C /A)		No. (B)	% (B/A)	No. (C )	% (C /A)
Employees										
Male	47	3	6.38%	2	4.26%	99	2	2.02%	0	1
Female	8	3	37.50%	2	25.00%	7	2	28.57%	0	1
Total	55	6	43.88%	4	29.26%	106	4	30.59%	0	2
Workers										
Male	26	3	11.54%	2	7.69%	52	2	3.85%	0	1
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	1
Total	26	3	11.54%	2	7.69%	52	2	3.85%	0	2

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Current Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (c)	No. (D)	% (D/C)
<b>Workers</b>						
Male	229	229	100.00%	213	213	100.00%
Female	11	11	100.00%	7	7	100.00%
<b>Total</b>	<b>240</b>	<b>240</b>	<b>100.00%</b>	<b>220</b>	<b>220</b>	<b>100.00%</b>
<b>Workers</b>						
Male	110	110	100.00%	105	105	100.00%
Female	0	0	100.00%	0	0	100.00%
<b>Total</b>	<b>110</b>	<b>110</b>	<b>100.00%</b>	<b>105</b>	<b>105</b>	<b>100.00%</b>

## 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?

**Reply :-** A Health & Safety Management System (HSMS) is observed in all the areas of the Company

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

**Reply :-** The Company has in place systematic risk management process to identify and control all the hazards in manufacturing units, project sites etc. The Company's risk management process is applied through five steps (Identification, Assessment, Mitigation, Monitoring and Reporting) and all the construction engineers, design and planning engineers, production in charges are involved in risk assessments and the risk management process, All the identified risks and risk mitigation plans are required to be documented, approved and communicated to all relevant parts involved in the activity.

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

**Reply :-** The Company has processes for workers to report work related hazards and to remove themselves from such risks. There are processes and mechanism whereby employees and workmen raise their safety related concerns both directly and anonymously and the Company is inclined to take action on the same, if required.

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

**Reply :-** Yes



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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	(FY 2023-24) (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	3	1
	Workers	11	12
Total recordable work-related injuries	Employees	3	1
	Workers	11	12
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

**Reply :-** Your Company is committed to improving employee safety, health, and well-being by identifying, assessing, and mitigating all risks and hazards. Your Company believes that all accidents are preventable. Your Company has emergency plans in place to manage residual risks, thereby protecting its employees and workers from harm.

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

Particulars	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0
Working Conditions	0

**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.**

**Reply :-** Internal reviews are conducted on a periodic basis. Corrective and preventive measures are taken based on the findings. Detailed investigations are carried out for all accidents to identify the root causes and to understand the measures required to prevent recurrence. Accidents, if any, and investigation findings with corrective and preventive measures are disseminated across the organisations to make all the employees and workers alert and stay safe.

### 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)]

**Reply :- No**

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

**Reply :-** The Company makes sure that contract labour supply agencies fulfil their statutory compliance obligations, including timely payment of Provident Fund, ESI/Workman Compensation Insurance, Professional Tax, and Labour Welfare Fund, if applicable, when processing invoice payments to these agencies. Moreover, the Company also ensures that all relevant statutory payments concerning transactions undertaken by it, are deducted and deposited according to regulatory standards for their employees. This procedure undergoes scrutiny in both internal and external audits. The company anticipates its partners in the value chain, to follow business responsibility principles and maintain transparency and accounting values.

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 :

**Reply :- Nil**

Particulars	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	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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)

**Reply :-** No. Company provides information on retiral process and benefits to all retiring employees.

5. Details on assessment of value chain partners :

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil, we co-ordinate with our value chain partners for compliance to applicable health & safety practices & Working Conditions
working condition	

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.

**Reply :-** The Company's guidelines are shared with the value chain partners.

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

### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.  
The Company considers Stakeholders as an important and integral part of the Company. They are one amongst various key drivers of business viability and long term prtability. The Company has mapped its major Internal and external stakeholders through a structured approach which includes Government and regulatory authorities, Employees, Customers, Local Communities, Investors & Shareholders, Suppliers, Trade Unions and NGOs, wherever required.
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
Investors	No	Newspapers, Direct Emails from the Company, Emails from RTA and other intermediaries, Investor meets, investor calls, press releases and mail updates, email support for investor queries, website of the Company	Eventually	Timely business updates on material events, enhancing level of disclosures, compliance.
Local Community	No	Meetings, Website, Reviews, Direct interactions, Others	Eventually	Community development and scope for enhancement.
Suppliers	No	Email/Phone Calls/In person meetings, webinars, conferences	Regularly, as and when need arises for smooth functioning	Mutual engagement, address concerns, exchange of ideas
Customers	No	Email/Phone Calls/In person meetings, webinars, conferences	Regularly, as and when need arises for smooth functioning	Resolution of grievances, product promotion, exchange of ideas, interactive engagement

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
Regulators	No	Letters, emails, conferences Internal	Event based	
Employees	Yes	communication channel, Notices, emails, meetings	Ongoing	Performance evaluation and compensation and benefits, career management and learning and development growth prospects etc.

#### 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 Board engages with the stakeholders through executives looking after the respective functions. The EDs and the Senior Management team of the Company regularly update the Board and various Board Committees on relevant issues. These updates are provided during the Board meetings and the Committee meetings and as and when intimated by the Board.

- 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, experts are consulted for identifying environmental related aspects. The stakeholder groups, especially the workmen and employees are consulted for identification of environmental and social issues. The Company conducts its operations keeping in mind the concerns of the communities around its plant operations based on the inputs and feedback received from community representatives and employees.

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

Various CSR and other related activities are undertaken by the Company in its testimony to the commitment of addressing the concerns of vulnerable stakeholder groups.

## PRINCIPLE 5 : Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total ( A )	No. employees workers covered ( B )	% ( B / A )	Total ( C )	No. employees workers covered ( D )	% ( D / C )
<b>Employees</b>						
Permanent	183	183	100.00%	168	168	100.00%
Other than permanent	57	57	100.00%	52	52	100.00%
<b>Total Employees</b>	240	240	100.00%	220	220	100.00%
<b>Workers</b>						
Permanent	102	102	100.00%	98	98	100.00%
Other than permanent	8	8	100.00%	7	7	100.00%
<b>Total Employees</b>	240	240	100.00%	220	220	100.00%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 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	175	175	100.00%	0	0	161	161	100.00%	0	0.00%
Female	8	8	100.00%	0	0	5	5	100.00%	0	0.00%
Other than permanent		57								
Male	54	54	100.00%	0	0	52	52	100.00%	0	0.00%
Female	3	3	100.00%	0	0	2	2	100.00%	0	0.00%
Workers										
Permanent										
Male	102	102	100.00%	0	0	98	98	100.00%	0	0.00%
Female	0	0	100.00%	0	0	0	0	100.00%	0	0.00%
Other than permanent										
Male	8	8	100.00%	0	0	7	7	100.00%	0	0.00%
Female	0	0	100.00%	0	0	0	0	100.00%	0	0.00%

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

#### a. Median remuneration / wages

INR Lacs

Details	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	416601.54	1	493853.99
Key Managerial Personnel	-	NA	-	NA
Employees other than BoD and KMP	336	32499.59	10	21384.3

#### b. Gross wages paid to females as % of total wages paid by the entity, in the following format

Details	FY 2024-25	FY 2023-24
Gross wages paid to females a percentage of total wages	1.95 %	1.49 %

#### 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

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

Under the Whistle Blower Policy adopted by company, any employee can raise concern / grievance relating to human right issues. Such issues, on assurance of necessary evidence, are being inquired, investigated by proper officer under supervision of tope management official and redress accordingly. Moreover, employees can approach HR Manager as firsthand approach. Employees are being training on various human rights through training, policy manuals.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format :**

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
Particulars	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil	Nil	Nil	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil	Nil	Nil	Nil	Nil
Complaints on POSH upheld	Nil	Nil	Nil	Nil	Nil	Nil

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

Rajoo handles concerns regarding discrimination and harassment with strict confidentiality. Any form of retaliation against individuals reporting such concerns in good faith is not tolerated. Those found targeting individuals raising such complaints will face disciplinary action.

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

**10. Assessments for the year :**

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

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

None, as there are no significant risks observed

**Leadership Indicators**

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

NA

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

NA

**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 is committed to ensure that its premises and offices are accessible to everyone including visitors as per the requirement of Rights of Person with Disabilities Act, 2016. Wherever required, temporary or permanent ergonomic changes are made to ensure differently abled visitors do not face any challenge while accessing the Company's premises.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From Renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources ( C )	0	0
<b>Total energy consumer from renewable sources (A+B+C)</b>	0	0
<b>From Non - Renewable sources</b>	3.6 MJ	7.69 MJ
Total electricity consumption (D)	38.8 MJ/L	38.6 MJ/L
Total fuel consumption (E)	NA	NA
Energy consumption through other sources (F)	As above	As above
<b>Total energy consumer from non-renewable sources (D+E+F)</b>		
<b>TOTAL ENERGY CONSUMED (A+B+C+D+E+F)</b>	42.4	46.29
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	31.12 (GJ /Cr.)	35.83 (GJ /Cr.)
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	78.8.7 (GJ/Million)	66.7 (GJ/Million)
<b>Energy intensity in terms of physical output</b>	41.83 GJ	44.19 GJ
Energy intensity (optional) the relevant metric may be selected by the entity	Nil	Nil
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.		

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. **None**

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	9303	12801
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	9303	12801
<b>Total volume of water consumption (in kilolitres)</b>	9303	12801
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.0367 KL / Crore	0.0649 KL / Crore
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations)	142.7 KL per Million	80.7 KL per Million
<b>Water intensity in terms of physical output</b>	55.04 KL	80.01 KL
<b>Water intensity</b> /(optional) the relevant metric may be selected by the entity	Nil	Nil
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. <b>No</b>		

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)	There is no water discharged to any sources. We have no role of water in any production processes	
(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 sea water		
- No treatment		
- With treatment please specify level of treatment		
(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. <b>No</b>		

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. **None**

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	The date is being collected by the Company		
Sox			
Particulate matter (PM) 10			
Particulate matter (PM) 2.5			
Persistent organic pollutants (POP)	NA	Nil	Nil
Volatile organic compounds (VOC)	NA	Nil	Nil
Hazardous air pollutants (HAP)	NA	Nil	Nil
Others—please specify	NA	Nil	Nil
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. <b>None</b>			

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

**Not Available**

Not Applicable			
Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	NA		
Total Scope 1 and Scope 2 emissions 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)	NA		
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA		
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity	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. <b>None</b>			

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

The Company is constantly taking initiatives to reduce the energy consumption that results in greenhouse gas emissions. In order to keep pace with sustainable best practices, energy efficient lighting solution (LED Lights) have been installed at all office premises and manufacturing unit.

**9. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	72.019	9.895
E-waste (B)	0.07	0.03
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous Waste, Please specify, if any. (G)	0.85	0.96
Other Non-hazardous waste generated (H), Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>72.939</b>	<b>10.885</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00	0.00
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00
<b>Waste intensity in terms of physical output</b>	0.432	0.066
<b>Waste intensity</b> (optional) the relevant metric may be selected by the entity	NA	NA
<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>		
(I) Recycled	0	0
(ii) Re-used	0.05	0.06
(iii) Other recovery operations	0.85	0.96
<b>Total</b>	<b>0.9</b>	<b>1.02</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>		
(I) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</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.		

10. 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.

**Reply:- It is the Company's endeavour to continually look for ways to reduce waste.**

11. 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: Not Applicable

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			

12. 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					

13. 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:

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

### Leadership Indicators

1. 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: NA

(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format: NA

Parameter		FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water		NA	NA
(ii) Groundwater		NA	NA
(iii) Third party water		9303	12801
(iv) Seawater / desalinated water		NA	NA
(v) Others		NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>		9303	12801
<b>Total volume of water consumption (in kilolitres)</b>		9303	12801
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		0.0367 KL / Crore	0.0367 KL / Crore
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		NIL	NIL
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
1	(i) To Surface water	9303	12801
	- No treatment	-	-
	- With treatment please specify level of treatment	-	-
2	(ii) To Groundwater	NA	NA
	- No treatment		
	- With treatment please specify level of treatment	NA	NA
3	(iii) To sea water	-	-
	- No treatment	NA	
	- With treatment please specify level of treatment	NA	NA
4	(iv) Sent to third-parties	-	-
	- No treatment	NA	NA
	- With treatment please specify level of treatment	NA	NA
5	(v) Others	-	-
	- No treatment	NA	NA
	- With treatment please specify level of treatment	NA	NA
<b>Total Water discharged (in kilolitres)</b>		<b>9303</b>	<b>12801</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. **None**

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (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)			
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</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.

3. 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**

4. 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.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Nil			

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ w e b link.

**The business continuity plans are integrated in the Company's Risk Management Policy which guides for risk mitigation and continuing business processes in case of uncertainties.**

6. 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.

**No**

7. Percentage of value chain partners (by value of business done with such partners) that were assessed f o r environmental impacts.

**NA**

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

### Essential Indicators

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

**Reply :- Two**

- 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.

S. No.	Name of the trade and Industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Rajkot Chamber of Commerce and Industry	State
2	Rajkot Engineering Association	State
3		
4		

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

Name of Authority	Brief of the case	Corrective action taken
NIL		

### Leadership Indicators

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

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
NIL					



## PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)"	Relevant Web link
NIL					

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

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)
NIL						

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

Grievance Redressal Mechanism is an important aspect of assuring the Company's strong relation with the community as it provides social license to operate and execute the community initiatives projects. As part of the Company's grievance Redressal mechanism, the Company proactively meets the community representatives and marginal stakeholders. The Company have deployed local employees who regularly visit the community and interact with people to gauge and address community concerns. If any issue, which stands unresolved or needs management intervention, stands escalated to the respective business heads and the same is resolved accordingly.

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

Particulars	For year ended 31.03.2025	For year ended 31.03.2024
Directly sourced from MSMEs/Small producers	The Company is in the process of setting up system to collecting data.	
Sourced directly from within the district and neighbouring districts		

5. 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  
(Place to be categorised as per RBI Classification System - rural / semi - urban / metropolitan)

Particulars	FY 2024-25	FY 2023-24
Rural	The Company is in the process of setting up system to collecting data.	
Semi-Urban		
Urban		
Metropolitan		

### 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
None	NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies :

S. No.	State	Aspirational District	Amount spent (In INR)
The Company has not carried out any projects in aspirational districts identified by GOI			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) :- **Yes**  
 (b) From which marginalized /vulnerable groups do you procure? **MSMEs, local vendors**  
 (c) What percentage of total procurement (by value) does it constitute? **NA**
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: **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.: **NA**

## 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 Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. There's an effective compliant handling department called ""Customer Support"" that facilitates prompt logging, investigation, resolution and closure. It is ensured that all the complaints are closed to the fullest customer satisfaction. The Company grants right to information to its customers. It is ensured that product information provides adequate information relating to safety, operation and maintenance of the products created/services provided to its customers.

To understand customers better, the Company follows several modes of engagement such as customer's surveys, direct feedback, visits by manager's/ plant personnel / department heads and production facilities visit organised for customers. The Company also conducts one-to-one meetings with customers in order to enable efficient communication and redressal of customer's grievances, if any.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

Particulars	FY 2024-25 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. **Yes, <https://www.rajoo.com/investorszone.html#sec5>**
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. **None**
7. **Provide the following information relating to data breaches**
  - a) Number of instances of data breaches along-with impact :- **Nil**
  - b) Percentage of data breaches involving personally identifiable information of customers :- **Nil**
  - c) Impact, if any, of the data breaches :- **NA**

#### Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**  
The information relating to work and businesses are available on the Company's website at [www.rajoo.com](http://www.rajoo.com)
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**  
The consumers are informed well-in-advances for safe and responsible usage of 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)**  
Yes, the Company provides machinery information along with its supply, however, there is no definite survey required.