

September 4, 2024
SEL/SEC/ 2024-2025/51

Ref: 532509 BSE Limited Department of Corporate Services P. J. Towers, 25th Floor, Dalal Street, Mumbai- 400 001	Ref: SUPRAJIT National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra (E) Mumbai- 400 051
---	---

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the FY2023-24

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of the Business Responsibility and Sustainability Report of the Company for the Financial year 2023-24.

For Suprajit Engineering Limited

Medappa Gowda. J
CFO & Company Secretary

Enc: as above

Business Responsibility and Sustainability Report

Annexure - 3

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29199KA1985PLC006934
2.	Name of the Listed Entity	Suprajit Engineering Limited
3.	Year of Incorporation	1985
4.	Registered Office Address	#100 & 101, Bommasandra Industrial Area, Bengaluru - 560 099
5.	Corporate Address	#100 & 101, Bommasandra Industrial Area, Bengaluru - 560 099
6.	E - mail id	investors@suprajit.com
7.	Telephone	+91 80 - 43421100
8.	Website	www.suprajit.com
9.	Financial year for which reporting is being done	1st April 2023 - 31st March 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) and National Stock Exchange (NSE)
11.	Paid up Capital (INR)	INR 13,84,60,973
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Medappa Gowda J Designation: CFO & Company Secretary Contact: +91 80 -43421100 Email: medappa.gowda@suprajit.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 disclosures under this report made on a standalone basis .
14.	Name of assurance provider	N/A
15.	Type of assurance provider	N/A

II. Products / Services - As on 31st March, 2024

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.	Automotive components	Manufacturing of Automotive cables, Halogen Lamps, Speedometers, and other automotive components	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Automotive Cables, Automotive Lamps and Speedometers	29301	100%

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	19	-	19
International*	-	-	

*International market is covered through our subsidiary companies.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	28 States and 8 UT
International (No. of Countries)	11

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

Exports contribution is 9.32% of the total turnover of the entity on a standalone basis.

c. A brief on types of customers

As a global leader in the automotive cables and halogen bulb industry, Suprajit Engineering Limited serves both domestic and international customers with optimal product development and manufacturing solutions. Driven by the quest for excellence, it is well recognized as a “Value for Money Supplier” to customers across the spectrum and the single-minded goal of “Customer Satisfaction.

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)	984	906	92%	78	8%
2.	*Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	984	906	92%	78	8%
WORKERS						
4.	Permanent (F)	769	688	89%	81	11%
5.	*Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	769	688	89%	81	11%

Note: *The company is engaging temporary employees across manufacturing locations based on the requirement/volume of production from time to time since volume is frequently changing considering the OEM orders, market fluctuation throughout the year.”

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	1	100%	0	0%
2.	*Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1	1	0%	0	0%
DIFFERENTLY-ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	*Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	1	0	0

22. Turnover rate for permanent employees and workers

	Turnover rate FY 2023-24			Turnover rate FY 2022-23			Turnover rate FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7%	1.5%	8.5%	11%	2%	13%	13%	4%	17%
Permanent Workers	0.70%	0%	0.70%	2%	0%	2%	3%	0%	3%

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	Suprajit Automotive Private Limited	subsidiary	100%	No
2	Suprajit Europe Limited	subsidiary	100%	No
3	Suprajit USA INC	subsidiary	100%	No
4	*Wescon Controls LLC	subsidiary	100%	No
5	Luxlite Lamps SARL, Luxembourg	subsidiary	100%	No
6	Trifa Lamps Germany, GmbH	subsidiary	100%	No
7	*Suprajit Brownsville LLC	subsidiary	100%	No
8	*Suprajit Mexico S. de R.L. de C.V	subsidiary	100%	No
9	*Suprajit Hungary Kft.	subsidiary	100%	No
10	*Shanghai Lone Star Cable Co. Ltd	subsidiary	100%	No

*Indirect Holding (step down subsidiary) of Suprajit Engineering Limited

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
(ii) Turnover (in Rs.) - Rs. 1,536.74 Crores (FY 2023-24)
(iii) Net worth (in Rs.)- Rs. 13,035.24 Crores (FY 2023-24)

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 2023-24			FY 2022-23		
			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*	https://suprajit.com/investors/contact-details/	-	-	-	-	-	-
Investors (other than shareholder)	Yes**	https://suprajit.com/investors/contact-details/	-	-	-	-	-	-
Shareholders	Yes**	https://suprajit.com/investors/contact-details/	5	0	-	9	0	-
Employees and workers	Yes***	Available on Suprajit intranet	-	-	-	-	-	-
Customers	Yes****	https://suprajit.com/investors/contact-details/	-	-	-	-	-	-
Value Chain Partners	Yes*	https://suprajit.com/investors/contact-details/	-	-	-	-	-	-

*No complaints have been received from communities, value chain partners and investors during FY 2022-23 and FY 2023-24. Complaints / Grievances from Communities / Value Chain Partners are addressed by concerned departments on a case-to-case basis.

**The Company has appointed Registrar and Share Transfer Agent (RTA) Integrated Registry Management Services Private Limited to look into the grievances/complaints of the shareholders. In addition to it the Company has designated email ID investors@suprajit.com, where the shareholders can send their grievances / complaints. The said grievances/complaints are received directly by the Company are forwarded to RTA promptly to take necessary actions to resolve the same.

***The details of grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6

**** The various mechanisms in place to receive and respond to consumer complaints and feedback are Customer helpline number/Toll-free number, on website of the Company.

Policies & grievance redressal mechanism are accessible on <https://suprajit.com/investors/compliance/policies-codes/>

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.	Energy Consumption	Risk	Energy costs are important part of our operation expenses.	This is managed through forecasting of potential regulatory impacts on our costs and initiating mitigation action to reduce this through our operational performance, including energy efficiency investment, long term price modelling and energy procurement and renewable electricity targets.	Negative impact
2	Training & Skill Development of employees	Opportunity	Employees are our biggest strengths and the ever-evolving technology and customer requirements, requires employees with right skills & regular trainings.	We follow industry best human resource practices to attract, develop, deploy talent. The Company organizes several technical and behavioral trainings for employees to upskill and make them be ready for any challenge they face.	Positive impact
3.	Social Responsibility	Opportunity	Organization align its operations with ethical principles, contribute positively to society, and enhance its reputation as a responsible corporate citizen. By integrating social responsibility initiatives into its practices, the company can address societal needs, mitigate environmental impacts, and promote sustainable development, thereby creating long-term value for both the business and the community.		Positive impact
4.	Sustainable procurement and sourcing	Opportunity	Company allows for the integration of ethical and environmentally friendly practices, ensuring compliance with regulations, reducing environmental impact, and enhancing the company's reputation as a responsible corporate citizen.		Positive impact
5.	Reduce carbon footprint	Opportunity	Reducing carbon footprint is essential for mitigating climate change impacts and complying with environmental regulations. It also presents a chance to enhance operational efficiency, reduce costs, and improve the company's reputation as a sustainable and responsible business.	By adopting sustainable practices such as implementing energy-efficient technologies, optimizing transportation logistics, and sourcing renewable materials can effectively reduce the carbon footprint. Additionally, investing in promoting employee awareness and engagement on environmental issues can further mitigate the company's environmental impact.	Positive impact

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.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1: <ul style="list-style-type: none"> ● Transparency & Accountability ● Code of Conduct & Work Ethics Policy ● Business Responsibility Policy ● Whistle Blower Policy 	Principle P2: <ul style="list-style-type: none"> ● Product Responsibility ● Quality Policy ● Safety Health and Environmental (SHE) Policy ● Sustainable Procurement Policy 	Principle P3: <ul style="list-style-type: none"> ● Employee Development ● Non-Discrimination and Sexual Harassment Redressal Policy
Principle P4: <ul style="list-style-type: none"> ● Stakeholder Engagement ● Policy on Corporate Social Responsibility (CSR) 	Principle P5: <ul style="list-style-type: none"> ● Human Rights ● Non-Discrimination and Sexual Harassment Redressal Policy 	Principle P6: <ul style="list-style-type: none"> ● Environment Principle ● Safety Health and Environmental (SHE) Policy
Principle P7: <ul style="list-style-type: none"> ● Public Advocacy ● Policy on Corporate Social Responsibility (CSR) 	Principle P8: <ul style="list-style-type: none"> ● Inclusive Growth ● Policy on Corporate Social Responsibility (CSR) 	Principle P9: <ul style="list-style-type: none"> ● Customer Value ● IT Policies & Procedure ● Customer complaint Procedure

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link* of the Policies, if available	https://suprajit.com/investors/compliance/policies-codes/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N

<p>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 and mapped to each principle.</p>	<p>All the Policies has been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs.</p>
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Our strategies, business model and operations are based on environment protection, employee safety and customer satisfaction.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along -with reasons in case the same are not met.</p>	<p>Not Applicable</p>
<p>Governance, leadership, and oversight</p>	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>The message from our Managing Director& Group CEO has been included at the beginning of this reportAs we reflect on this year’s Business Responsibility and Sustainability Report (BRSR), it is clear that our journey towards sustainability has been marked by significant progress and challenges. Our efforts in reducing waste, conserving resources and enhancing employee well-being have yielded measurable positive impacts. However, we recognize that there are still areas for improvement, particularly in further integrating sustainable practices across all operations. Our targets moving forward include deepening our engagement with local communities, advancing our Corporate Social Responsibility (CSR) initiatives in education, healthcare and rural development, and continuously refining our strategies to mitigate environmental, social, and governance risks. This report serves not only as a record of our achievements but also as a roadmap for our ongoing commitment to building a more resilient and responsible organization.</p> <p>- Mohan NS MD and Group CEO</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Corporate Social Responsibility (CSR) Committee of the Board of Directors, which comprises of following</p>
<p>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.</p>	<p>members as on March 31, 2024: Mr. Kula Ajith Kumar Rai - Chairman, Mr. Bhagya Chandra Rao - Member, and Mrs. Supriya Rai – Member</p>

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	The review has been done by Corporate Social Responsibility Committee and Managing Director & Group CEO.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Suprajit Complies with all statutory requirements that are relevant to the principles and in the event of any non-compliances the Board looks into and rectifies the issues. The Company has implemented Compliance Management tool with Ricago for Monitoring the applicable statutory compliances.									Annually								

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, the assessment / evaluation of the working of its policies is being done internally as part of the business operating policies and procedures.

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)	All the Principles are covered by polices								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

We have introduced an online Learning Management System (LMS), by mapping the learning curve of every individual to inculcate the culture of continuous learning and growth in our people.

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	1	All principles	100%
Key Managerial Personnel	1	All principles	100%
Employees other than BoD and KMPs	Ongoing	The principles relevant to their work area	100%
Workers	Ongoing	The principles relevant to their work area	100%

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:

No fine[s] / penalties / punishment / award / compounding fees / settlement amount were paid in any proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year.

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.

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.

Yes, The Code of Conduct for Board of Directors & Senior Management covers the concerns regarding anti-corruption or anti-bribery policy. The policies are accessible at <https://suprajit.com/investors/compliance/policies-codes/>.

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

No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMPs/employees/Workers.

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

No complaint was received with regard to conflict of interest of the Directors, KMPs or any other employee.

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

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Number of days of accounts payables	51.84	59.00

9. Openness 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

Parameters	Metrics	Current Financial Year 2023-24	Previous Financial Year 2022-23
Concentration of purchase	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of sales	a. Sales to dealers / distributors as % of total sales	14.65%	15.87%
	b. Number of dealers / distributors to whom sales are made	572	565
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.37%	5.18%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.03%	0.05%
	b. Sales (Sales to related parties / Total Sales)	3.99%	4.19%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.99%	97.21%
	d. Investments (Investments in related parties / Total Investments made)	63.55	66.76

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics/Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	Nil	Nil

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 Company has mandatory Code of Conduct for the Board Members and Senior management personnel of the Company. The code of conduct is available on the website of the Company under the policies section.

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.

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and Social aspects
R&D	-	-	-
Capex	3%	-	-

The company has worked on the Emission reduction activities, reduction in energy consumption, increasing the share of RE in operations along with working on conservation of water in its operations. Thus the company has specifically invested in improving its ESG performance.

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

Yes. We have a Supplier Code of Conduct which details all the ethical, environmental, and social aspects which the suppliers need to comply with.

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

55%

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.

Most of our products are recyclable in nature. For warranty cases we take back our products for safe disposal.

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, EPR is applicable to the Company. All the plastic waste operation is disposed through authorized recycler as per Plastic waste management rules.

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?

Suprajit has not conducted any life cycle assessment of the product till date.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Boundary for which the Life Cycle Perspective / Assessment was conducted	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 risk / concern	Action Taken
Not Applicable		

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	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
No recycled / reused material are used for production.		

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:

Indicate input material	Recycled or re-used input material to total material					
	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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
Nil	Nil

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)	% of employees covered by									
		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	906	906	100%	906	100%	NA	NA	NA	NA	NA	NA
Female	78	78	100%	78	100%	78	100%	NA	NA	78	100%
Total	984	984	100%	984	100%	78	100%	NA	NA	984	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		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 workers											
Male	688	688	100%	688	100%	NA	NA	NA	NA	NA	NA
Female	81	81	100%	81	100%	81	100%	NA	NA	78	100%
Total	769	769	100%	769	100%	81	100%	NA	NA	984	100%
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	Not Calculated

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	100%	100%	Y
Other - Pls. 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 offices and the outlets are accessible with elevators and ramps for persons with disabilities.

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, the entity does have a Non-Discrimination and Sexual Harassment Redressal Policy as per the Rights of Persons with Disabilities Act, 2016. The policy is part of HR manual and accessible on the intranet.

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	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Any employee facing any sort of harassment or discrimination or under apprehension of facing such harassment/discrimination should immediately report it with one or more witnesses to the HR Manager/Unit Head/Equivalent. The following procedure is in place adopted for resolution:</p> <ul style="list-style-type: none"> • A Complaints Committee is in place. • Complaint procedure is time bound. • Confidentiality of the complaint procedure is maintained. • Complainants or witnesses is not victimized or discriminated against while dealing with complaints. • Any person aggrieved shall prefer a complaint before the Complaints Committee within 15 days from the date of occurrence of the alleged incident. • If the complainant feels that he/she cannot disclose her identity for any particular reason the complainant shall address the complaint to the head of the organization and hand over the same in person or in a sealed cover. • The Complaints Committee shall take immediate necessary action to cause an inquiry to be made discreetly or hold an inquiry, if necessary. <p>Penalties:</p> <ul style="list-style-type: none"> • Where any such harassment / discrimination amounts to a specific offence under the Indian Penal Code or under any other law, SEL shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority. • Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action up to and including dismissal will be taken. • In the event of a false accusation the employee claiming to be a victim of discrimination, he/she will be liable for disciplinary action.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent employees	

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

Category	FY 2023-24			FY 2022-23		
	Total Employees/ Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)	Total Employees / Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)
Permanent Employees						
-Male	906	0	0%	1030	0	0%
-Female	78	0	0%	62	0	0%
Permanent Workers						
-Male	688	0	0%	643	0	0%
-Female	81	0	0%	88	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	906	906	100%	752	83%	1,030	1,030	100%	821	80%
Female	78	78	100%	62	79%	62	62	100%	48	77%
Total	1,169	1,169	100%	814	83%	1,092	1,092	100%	869	80%
Workers										
Male	688	688	100%	571	83%	643	643	100%	517	80%
Female	81	81	100%	64	79%	88	88	100%	69	78%
Total	769	769	100%	635	81%	731	731	100%	586	80%

9. Details of performance and Career development reviews of employees:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	906	906	100%	1,030	1,030	100%
Female	78	78	100%	62	62	100%
Total	984	984	100%	1,092	1,092	100%
Workers						
Male	688	688	100%	643	643	100%
Female	81	81	100%	88	88	100%
Total	769	769	100%	731	731	100%

10. Health and safety management system:

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

Yes. All plants are covered.

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

The company has a "Occupational Health and Safety Policy" to lay down the systems and procedures for identifying work safety, health, and related hazards. The policy provides for:

Identification and eliminate of hazard and minimize the OH&S risks through eliminating hazards, prevention of injury, accidents, and ill health.

Consultation and participation of workers and worker's representatives in safety committees to continually Improve the OH&S management system performance.

Ensure Health and Safety of Visitors, Customers, and contractors at our premises

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

Yes, the employees can report the work-related hazards to the Business Manager and they are trained to remove themselves from risks.

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

Yes. all employees have access to a range of health and wellness benefits, such as medical insurance and accident insurance for both the employee and their immediate family.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers		
Total recordable work-related injuries	Employees	-	-
	Workers		
No. of fatalities	Employees	-	-
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers		

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

Induction training is provided to all new joiner's on health and safety at workplace. Also, employees are provided training at regular intervals to ensure a safe and healthy workplace. We also conduct safety audits every month.

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

	FY 2023-24			FY 2022-23		
	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
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour / Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Any other type of complaint	0	0	0	0	0	0

14. Assessments for the year:

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

Not applicable as no safety-related incidents has happened and on significant risks / concerns has arisen from assessments of health & safety practices and working conditions.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 (A) Employees (Y/N): No
 (B) Workers (Y/N): No
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that all statutory dues are deducted and deposited by the value chain partners, emphasizing the importance of adherence to support business responsibility principles and ideals of transparency and accountability.

- 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 number 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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	-	-	-	-
Workers	-	-	-	-

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No):

Yes

- 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	Suppliers are evaluated for health and safety working condition practices. Each of the suppliers signs the Code of conduct of the company.
Working conditions	Suppliers are evaluated for health and safety working condition practices. Each of the suppliers signs the Code of conduct of the company.

- Provide details of any corrective actions taken or underway to address significant risk / concerns arising from assessment of health and safety practices and working conditions of value chain partners.

During the vendor selection process, we will assess Health and Safety working conditions and Environmental Legal requirements of suppliers.

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.

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions

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	N	Customer & Distributor Meetings, Customer Feedback, Website, Product Catalogues	Ongoing	Customer satisfaction, product quality, product safety,
Employees	N	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing	Working condition, Employee performance, Employee Satisfaction
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism, press release	Ongoing	Business Strategies and Performance
Regulatory Authorities	N	Regulatory Filings, communication to stock Exchange and SEBI	Ongoing	Legal Compliance
Media	N	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating company's perspective
Community	Y, Underprivileged communities	Corporate Social responsibility initiatives	Ongoing	Social welfare

Leadership Indicator

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 plant managers and unit heads of the company inform to the Company Secretary of their requirement and feedback. The Company Secretary mediate between the stakeholders and 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, Suprajit regularly communicates and collaborates with its key stakeholders, allowing them to work on their ESG topics and share transparent updates. They also conduct periodical evaluations to update policies based on regulations and stakeholder feedback.

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

Please refer to the following link for information about the Company's community work: <https://suprajit.com/suprajit-foundation/>

PRINCIPLE 5

Businesses should respect and promote human rights Essential Indicators.

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of / employees workers covered (D)	% (D / C)
Employees						
Permanent	984	769	100%	1,092	1,092	100%
Other than permanent	-	-	-	-	-	-
Total Employees	984	769	100%	1,092	1,092	100%
Workers						
Permanent	769	769	100%	731	731	100%
Other than permanent	-	-	-	-	-	-
Total Employees	769	769	100%	731	731	100%

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

Category	Total (A)	FY 2023 -24				FY 2022 -23				
		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										
<i>Permanent</i>										
Male	906	0	0%	906	100%	1,030	0	0%	1,030	100%
Female	78	0	0%	78	100%	62	0	0%	62	100%
<i>Other than Permanent</i>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
<i>Permanent</i>										
Male	688	0	0%	688	100%	643	0	0%	643	100%
Female	81	0	0%	81	100%	88	0	0%	88	100%
<i>Other than Permanent</i>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Million)	Number	Median remuneration/ salary/ wages of respective category (₹ in Million)
Board of Directors (BoD)	6	0.50	2	0.50
Key Managerial Personnel	2	9.76	0	0
Employees other than BoD and KMP	984	0.44	185	0.33
Workers	-	-	-	-

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

Parameter	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	8%	No calculated

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 Chief Human Resource Officer is the focal point 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 “Non-Discrimination and Sexual Harassment Redressal Policy” and a formal process for dealing with complaints of harassment or discrimination. The details of the grievance redressal mechanism is given under the point no. 6 under Principle 3. To prevent any adverse impact, the Company has undertaken initiatives to make the workplace safe for women, which include building employee awareness and stringent guidelines on Prevention of Sexual Harassment. Also, Whistle Blower Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

	FY 2023-24			FY 2022-23		
	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	-	-	-	-	-	-

No Complaints have been received during the FY 2023 - 24 and FY 2022 – 23

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Nil

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

The Whistle Blower Policy and Non-Discrimination and Sexual Harassment Redressal Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No. We are studying this requirement, and we are finding the most relevant clauses to be included in the agreements. However, we have Supplier Code of Conduct which contains human rights requirements.

10. Assessments for the year:

	% 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%

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

Not Applicable as no significant risks / concerns has arisen from the assessments.

Leadership Indicator

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

Suprajit Strive to comply the basic human rights in all its operations and incorporated with the code

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

Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years.

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

4. Details on assessment of value chain partners

	% 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%

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

Not Applicable

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable source		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C) (Solar/Wind)	7710 GJ	1937 GJ
Total energy consumption (A+B+C)	7710 GJ	1937 GJ
From non-renewable source		
Total electricity consumption (D)	70750 GJ	74529 GJ
Total fuel consumption (E)	24764 GJ	24153 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	95514 GJ	98682 GJ
Total energy consumed (A+B+C+D+E+F)	103224 GJ	100619 GJ
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	67.2 GJ/Crore of Turnover	68.2 GJ/Crore of Turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	18.4 GJ/Crore of PPP adjusted Turnover	19.02 GJ/Crore of PPP adjusted Turnover
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – therelevant 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.

N. No independent assessment/ evaluation/assurance has been carried out by an 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.

The operations of the company are not covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater	86602	76894
(iii) Third party water*	46170	49021
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	132772	125915
Total volume of water consumption (in kiloliters)	132772	125915
Water intensity per rupee of turnover (Total water consumption / Revenue from operation)	86.4 KL/Crore of Turnover	85.4 KL/Crore of Turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	23.7 KL/Crore of PPP adjusted Turnover	23.8 KL/Crore of PPP adjusted Turnover
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Municipal Water

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.

N. No independent assessment/ evaluation/assurance has been carried out by an external agency.

4. Provide the following details related to water discharge:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	-	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment (STP Treated water)	1313	-
(v) Others		
- No treatment	0	
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	1313	-

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

No. We do not have ZLD as our operations are not water intensive. STP has been set up in Units where the treated water is used for gardening purposes. One Unit is handing over the used water to GIDC pipeline in accordance to the State Govt Guidelines. One Unit is handing over the STP water to Govt approved CETP pipelines thus abiding by the State Pollution Control Board norms. All other Units have in house STP facilities Thus there is no external discharge outside the plant boundary.

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

Parameter	Please specify unit	FY 2023-24	FY2022-23
NOx	mg/Nm3	27.9	8.9
Sox	mg/Nm3	9.6	3.1
Particulate matter (PM)	mg/Nm3	38.1	22.6
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric ton of CO₂ equivalent</i>	1658	1795
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric ton of CO₂ equivalent</i>	16174	16769
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<i>Metric ton of CO₂ Equivalent / Crores of Turnover</i>	11.6	12.6
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		3.2	3.6
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 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.

Yes, the sustainability consultants “Sustainability Actions Private Limited” has done assessment of the above calculations.

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

The Company has taken steps to reduce their GHG Emissions. This includes :

1. Installation of Roof top Solar panels of 3164 KWp Capacity
2. Auto power cut-off machinery and equipment during idle time
3. Compressor retro fitting of VFD installation completed in our 2 Units to reduce Energy Consumption
4. Installation of PNG at NCR Plants to reduce Scope 1 Emissions
5. The process of finalizing the procurement of Green energy through Group Captive power vendors. To start with we finalized for Karnataka Units
6. Machine upgradation using VFDs (Variable Frequency Drives) and TPRs (Thyristor Power Regulators) to increase the machine's efficiency and reduction of power consumption
7. AC drives (VFD) has been installed for high-capacity induction motors to reduce power consumption. Also in addition to that 22KW induction motor was replaced with 18 KW servo motor in molding machines
8. Replacement of normal Air Compressors with VFD model Compressors in the 3 Units to improve Energy Efficiency.
9. Installation of high efficiency HVLS industrial ceiling fans in our 3 Units sheet roof buildings to reduce the Energy consumption
10. Replacement of all CFL/old tube lights to LED lamps/fittings, including solar streetlights.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric ton)		
Plastic waste (A)	114.7	68.6
E-waste (B)	0.5	1.7
Bio-medical waste (C)	0.0	0.2
Construction and demolition waste (D)	0.0	0.0
Battery waste (E)	0.2	1.1
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)- Used Oil	3.5	0.0
Oil soaked Cotton waste (H)	1.6	0.9
Zinc (I)	4.4	0.0
Paint Sludge (J)	0.6	1.8
Total Other Hazardous Waste (G+H+I+J)	14.1	2.7
Other Non-hazardous waste generated if any. (K) - Paper	5.6	
Steel (L)	279.0	
Wood (M)	68.1	
Corrugated Box (N)	179.7	
Organic waste (O)	17.3	
Other Metal Waste (P)	21.7	
Other Glass Waste (Q)	130.8	
Total Other Non-Hazardous Waste (K+L+M+N+O+P+Q)	702.2	798.2*
Total (A+B + C + D + E + F + G + H + I + J + K + L + M + N + O + P)	827.7	872.4

* Bifurcation of Other Non-hazardous waste is not available for the FY22-23

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric ton)		
Category of waste – Plastics / E-Waste / Battery / Zinc / Paper / Steel / Corrugated Box / Other Metal Waste / Glass Waste		
(i) Recycled	726.6	869.5
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	726.6	869.5
For each category of waste generated, total waste disposed by nature of disposal method (in metric ton)		
Category of waste		
(i) Incineration (Bio Medical Waste / Used Oil / Wood)	73.3	1.1
(ii) Landfilling (Paint sludge / Organic Waste)	17.9	1.8
(iii) Other disposal operations	-	-
Total	91.2	2.9

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.

N. No independent assessment/ evaluation/assurance has been carried out by an 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.

We adhere to strict environment compliances and effectively dispose the hazardous waste generated through authorized dealers and our non-hazardous waste is re-used and recycled. The following are waste management practices established :

1. Segregation of waste at source with colour coded bins
2. Separate storage locations for hazardous and non-hazardous waste.
3. Maintained quantity register for generation and disposal inline with the hazardous waste management guidelines.
4. Adherence to Hazardous and other wastes (Management and Transboundary Movement) Rules, 2016.

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:

The entity's operations/offices are not in or around ecologically sensitive areas.

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

No projects have been undertaken by the entity requiring environmental impact assessments of projects in the current financial year.

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:

Yes, the Company is compliant with all applicable environmental laws / regulations / guidelines in India.

Leadership Indicator

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 Not Applicable
- ii. Nature of operations Not Applicable
- iii. Water withdrawal, consumption and discharge in the following format Not Applicable

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)	-	-
i) Surface water	-	-
ii) Groundwater	-	-
iii) Third party water	-	-
iv) Seawater / desalinated water	-	-
v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-

Parameter	FY 2023-24	FY 2022-23
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) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify	-	-
level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify	-	-
level of treatment	-	-
(iii) Into Seawater	-	-
- 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. – Not Applicable

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
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. Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 11 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.

The company does not have any plants around ecologically sensitive areas

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:

Sr.NO	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Maintaining the power factor value nearby 0.99	Periodic monitoring and regular review of power consumption	Reduction of the Reactive power losses
2	Synchronisation of DG with Solar	Instead of installing a higher capacity generator, we have completed the synchronization of a 320 KVA DG and 450 KWP solar plant in Unit 14	Reduced power consumption
3	Installation of higher capacity UPS	Higher capacity UPS prevents Breakdowns due to power losses. Thus reducing the Rejections/Scrap	Rejection / Scrap Reduction
4	Efficient preventive maintenance measures for DG and transformers	Periodic maintenance is carried out to avoid unwanted breakdowns	Increased efficiency
5	STP projects	Installation of Sequence Batch Reactors (SBR) based Sewage treatment plants (STP) for water treatment and reuse	Reduced water consumption
6	Solar energy usage	Solar Energy used for power consumption	Reduction of CO2 emissions (Scope 2)

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

Yes. The Company has business continuity and disaster management plan in place. This plan includes strategies for identifying potential risks, maintaining critical operations, facilitating quick recovery processes, data backup and recovery, alternative communication methods, and designated response teams. The Company has risk management committee of the board who periodically reviews the risks measures and advise on the action as deemed necessary.

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.

The company has a supplier code of conduct which clearly mentions about Environmental protection. All the suppliers adhere to this by acknowledging the code of conduct. Additionally, Supplier Assessment Audits are in place to check the supplier adherence.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: 50%

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.

Suprajit Limited affiliates with 3 trade and industry chambers/associates.

- 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	Confederation of Indian Industries (CII)	National
2	Automotive Component Manufacturers Association (ACMA)	National
3	Bangalore Chamber of Industry and Commerce (BCIC)	National

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.

Not applicable, as no adverse orders from regulatory authorities has been received.

Leadership Indicator

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
Not Applicable					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

We have taken a holistic approach towards the development of the deprived groups of the society and implement CSR programmes through external agencies. The various CSR projects are firstly reviewed internally, approved by the management is regularly reviewed by the CSR committee. Our Corporate Social Responsibility (CSR) Policy outlines our commitment to promote inclusive growth and equitable development. We endeavor to make CSR a key business process for sustainable development and undertake various activities such as promoting education, healthcare, and rural 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.

No Projects have been undertaken which require Social Impact Assessments (SIA) as per the applicable laws in the current financial year.

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

There was no project involving R&R during the FY 2022-23 or 2023-24.

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

No complaints have been received from communities during FY 2022-23 and 2023-24. Complaints / Grievances from communities are addressed by concerned departments on a case-to-case basis.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	72%	70%
Sourced directly from within India	66%	60%

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

Location	FY 2023-24	FY 2022-23
Rural	-	-
Semi-Urban	6%	-
Urban	25%	-
Metropolitan	69%	-

Leadership Indicator

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)

S.No	Details of negative social impact identified	Corrective actions taken
1	NIL	NIL

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)
1	NIL	NIL	NIL

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

No

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

NA

(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

S.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NIL	NIL	NIL	NIL

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
NIL	NIL	NIL

6. Details of beneficiaries of CSR Projects:

Sr.NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	EDUCATION		
1	Renovation and refurbishment of Anganwadis in rural areas of Karnataka.	1000	100%
2	Donations made to support skill development program for survivors of human trafficking; and orphaned children	950	100%
3	Donations made to support meritorious students from underprivileged communities through scholarships and adoption of their educational expenses	950	95%

Sr.NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
4	Donations made to One Billion Literate Foundation to create a fun and engaging learning environment for government school children, focusing on foundational English and technology skills.	2000	100%
5	Sponsorship of the midday meal program for underprivileged children at a school	450	100%
6	Donations made to various institutions to support the vocational training, Industrial training and other educational activities	1400	90%
7	Miscellaneous Education related projects at Government Schools relating to school bus, solar power based smart classes, installing RO water plants, providing bench and desks, books, uniforms, etc	5500	90%
	HEALTHCARE		
8	Donation made to various institutions towards cancer care, dialysis expenses, etc.	3000	90%
9	Donations made towards early detection and prevention of Thalassemia disorders	10000	90%
10	Donations made to support eye care projects, eye camps, nutrition support to tuberculosis patients, identification of children with developmental disabilities, health camps to caddies etc.	2500	100%
11	Donations made for the establishment and development of an early childhood health care and education center.	100	100%
	PROMOTION OF SPORTS		
12	Donation made to various institutions and individuals for promotion of nationally recognised sports such as Golf, Cricket, etc.	50	90%

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.

Quality Management System procedure number SELI\QSP\19 is available for handling customer complaints.

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	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2023-24			FY 2022-23		
	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
Data Privacy						
Advertising						
Cyber Security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

4. Details of instances of product recalls on account of safety issues: No product recall has happened on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		No Recalls
Forced recalls		No 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, the company has policy “IT Policies & Procedures.” This policy is available on the intranet and accessible to all employees of the company.

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

Not Applicable

7. Provide the following information relating to data breaches:

- | | |
|---|-------|
| a) Number of instances of data breaches | - NIL |
| b) Percentage of data breaches involving personally identifiable information of customers | - NA |
| c) Impact, if any, of the data breaches | - NIL |

Leadership Indicator

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

Suprajit has information about all the products it offers at <https://suprajit.com/>.

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

Suprajit products adhere to the specifications and regulatory demands of our customers, encompassing labeling and identification to ensure secure and responsible utilization, as well as end-of-life recycling and safe disposal.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not Applicable

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)

Yes, the products are fabricated, devised, and examined in accordance with the OEM customer-specific prerequisites, encompassing the obligatory standard examination essential for the merchandise.