

August 22, 2025
SEL/SEC/2025-2026/34

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 FY2024-25

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 2024-25.

For Suprajit Engineering Limited

Medappa Gowda. J
CFO & Company Secretary

Enc: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

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 2024 - 31st March 2025
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 13,71,61,003/-
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. 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)	Standalone basis
14	Name of assessment or assurance provider	NA
15	Type of assessment or assurance provider	NA

II. Products / Services

16. Details of business activities (accounting for 90% of the Turnover):

Sl. 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):

Sl. 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	18	-	18
International*	-	-	-

* The international market is catered to 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 9.04% of the total turnover of the entity on a standalone basis.

c) A brief on types of customers

Suprajit Engineering Limited, a global leader in the automotive and Non-automotive manufacturer of cables and halogen bulb segment, provides high-quality, product development and manufacturing solutions to both domestic and international clients. Guided by a commitment to excellence, the company is widely acknowledged as a “Value for Money” supplier, consistently focused on achieving complete customer satisfaction.

IV. Employees**20. Details as at the end of Financial Year:****a) Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1143	1063	93%	80	7%
2	*Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	1143	1063	93%	80	7%
WORKERS						
4	Permanent (F)	1045	931	89%	114	11%
5	*Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	1045	931	89%	114	11%

*We engage temporary employees and workers across our manufacturing locations as needed, depending on production volumes. Since order quantities from OEMs and market demand fluctuate throughout the year, our workforce requirements vary accordingly, prompting us to adapt our staffing levels to meet these dynamic conditions.

b) Differently-abled Employees and workers:

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

21. Participation / Inclusion / Representation of women

	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 2024-25			Turnover rate FY 2023-24			Turnover rate FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	2%	12%	7%	1.5	8.50	11%	2%	13%
Permanent Workers	0.80%	0.20%	1%	0.70%	0.00	0.70%	2%	0%	2%

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

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

Sl. 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 indicate at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	Suprajit Europe Limited (UK)	Subsidiary	100%	No
2	Suprajit Automotive Private Limited, (India)	Subsidiary	100%	No
3	Suprajit USA, Inc	Subsidiary	100%	No
4	Luxlite Lamps SARL, Luxembourg	Subsidiary	100%	No
5	Wescon Controls LLC	Subsidiary	100%	No
6	*Suprajit Morocco SARL	Subsidiary	100%	No
7	*Suprajit Brownsville LLC, (USA)	Subsidiary	100%	No
8	*Suprajit Germany GmbH, Germany	Subsidiary	100%	No

9	*Shanghai Lone Star Cable Co. Ltd	Subsidiary	100%	No
10	Suprajit Mexico S. de R.L. de C.V., (Mexico)	Subsidiary	100%	No
11	*Suprajit Hungary Kft.	Subsidiary	100%	No
12	*Suprajit Canada Limited	Subsidiary	100%	No
13	*Suprajit (Jiaxing) Automotive Systems Company Limited, China	Subsidiary	100%	No
14	Suprajit Chuhatsu Control Systems Private Limited	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 ₹) : ₹18,185.59 Million (FY 2024-25)
(iii) Net worth (in ₹) : ₹13,814.64 Million (As on 31st March'25)

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			FY 2023-24		
		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/	3	0		5	0	-
Employees and workers	Yes*** Available on Suprajit intranet	3	0		0	0	-
Customers	Yes**** https://suprajit.com/investors/contact-details/	-	-		-	-	-
Value Chain Partners	Yes* https://suprajit.com/investors/contact-details/	-	-		-	-	-

* No complaints were received from communities, value chain partners, or investors during FY 2023-24 and FY 2024-25. Complaints or grievances from communities and value chain partners, if any, are addressed by the relevant departments on a case-by-case basis.

** The Company has appointed Integrated Registry Management Services Private Limited as its Registrar and Share Transfer Agent (RTA) to handle shareholder grievances and complaints. Additionally, shareholders can reach out via the designated email ID: investors@suprajit.com. Complaints received through this channel are promptly forwarded to the RTA for necessary resolution.

*** Details of the grievance redressal mechanism for employees and workers are provided under Principle 3, Point No.6.

**** For consumers, various mechanisms are available to register complaints and provide feedback, including a customer helpline/toll-free number and the Company's official website.

Policies and the grievance redressal mechanism can be accessed at: <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:

Sl. 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 & Circular Economy	Opportunity	Embracing circular economy principles through waste reduction, reuse, and recycling helps minimize landfill dependency and promotes resource efficiency.	Implement 3R strategies (Reduce, Reuse, Recycle), Monitor hazardous waste handling practices Train employees on waste segregation and Engage with authorized recyclers and disposal vendors	Negative Impact
2	Energy Consumption	Risk	Energy costs form a significant portion of operational expenditure. Fluctuations in energy prices and regulations can impact profitability.	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
3	Reduce Carbon Footprint	Opportunity	Minimizing carbon emissions is vital to addressing climate change and meeting evolving environmental compliance standards. It also creates opportunities to boost operational efficiency, lower costs, and position.	We are actively working to lower its carbon footprint by integrating energy efficient technologies in operations, streamlining logistics to cut transport-related emissions, and prioritizing procurement of renewable and sustainable materials. Further, we promote a culture of environmental consciousness through employee engagement initiatives focused on climate action.	Positive Impact
4	Cybersecurity & Data Protection	Risk	Increasing digitalization exposes the company to data breaches and cyber threats, potentially affecting customer data, internal systems, and compliance.	We have adopted multi-layered data security protocols, conducts regular IT audits, and ensures employee training on data protection. Our IT department actively monitors vulnerabilities and maintains incident response mechanisms.	Negative Impact
5	Occupational Health & Safety	Risk	Ensuring a safe working environment is critical. Workplace accidents can disrupt operations and affect employee morale and compliance status.	We follows strict EHS guidelines across all manufacturing units. Regular safety audits, safety training sessions, PPE usage monitoring, and root cause analysis of incidents help mitigate health and safety risks.	Negative 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
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.			All company policies have been developed in alignment with the National Guidelines on Responsible Business Conduct (NGRBC), 2019, as issued by the Ministry of Corporate Affairs.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.			Our strategies, business model, and operations are centered around environmental protection, employee well-being, and delivering customer satisfaction.								
6.	Performance of the entity against the specific commitments, goals and targets along -with reasons in case the same are not met.			Not Applicable								
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)			The message from our Managing Director & Group CEO is presented at the beginning of this report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).			The implementation and oversight of Business Responsibility Policies, along with decision-making on sustainability-related matters, is entrusted to the Corporate Social Responsibility (CSR) Committee of the Board of Directors. As of March 31, 2025, the Committee comprises the following members: Mr. Kula Ajith Kumar Rai - Chairman, Mr. Bhagya Chandra Rao - Member, and Mrs. Supriya Rai - Member								
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.											

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	The review has been carried out by the Corporate Social Responsibility (CSR) Committee in conjunction with the Managing Director & Group CEO.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Suprajit ensures full compliance with all applicable statutory and regulatory requirements relevant to the principles outlined in this report. In the event of any non-compliance, the matter is promptly reviewed and addressed by the Board. To further enhance its compliance framework, the Company has implemented a robust Compliance Management System in collaboration with Ricago. This digital tool enables real-time monitoring, timely tracking, and systematic adherence to statutory obligations across the organization, thereby strengthening the Company’s commitment to governance and regulatory compliance.																	

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 and evaluation of the implementation and effectiveness of the policies are conducted internally, as an integral part of the Company's business operations and standard procedures.

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

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.**

We are committed to operating with the highest standards of integrity and corporate governance. Our Code of Conduct and Whistleblower Policy ensure transparency, ethical behavior, and accountability across all levels. We maintain zero tolerance towards bribery and corruption. There were no fines or penalties during the reporting period, reflecting our strict compliance with applicable laws.

Essential Indicators

- Percentage coverage by training and awareness programmes on any of the principles during the financial year:
We have implemented an online Learning Management System (LMS) that maps the individual learning journey of each employee, fostering a culture of continuous learning and professional growth across the organization.

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	<ul style="list-style-type: none"> Total Quality Maintenance Information Security and Data Privacy Workplace Safety Confidentiality and data leakage Prevention of Sexual Harassment 	100%
Workers	Ongoing	<ul style="list-style-type: none"> Technical Skills & Tools Safety & Emergency Preparedness Quality & Process Awareness Prevention of Sexual Harassment 	100%

- 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 fines, penalties, punishments, awards, compounding fees, or settlement amounts were paid by the Company or its Directors/Key Managerial Personnel in any proceedings with regulators, law enforcement agencies, or judicial institutions during the financial year.
- 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
- 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 the Board of Directors and Senior Management addresses concerns related to anti-corruption and anti-bribery. These policies are publicly accessible on the Company's website at <https://suprajit.com/investors/compliance/policies-codes/>.
- 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 initiated by any law enforcement agency against any Directors, Key Managerial Personnel, employees, or workers in connection with allegations of bribery or corruption.

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

No complaints were received concerning conflicts of interest involving Directors, Key Managerial Personnel, or any other employees.

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 2024-25	Previous Financial Year 2023-24
Number of days of accounts payables	62	51.84

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:

Parameter	Metrics	Current Financial Year 2024-25	Previous Financial Year 2023-24
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	21.69%	14.65%
	b. Number of dealers / distributors to whom sales are made	891	572
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6%	5.37%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.23%	0.03%
	b. Sales (Sales to related parties / Total Sales)	4.53%	3.99%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	94.37%	98.99%
	d. Investments (Investments in related parties / Total Investments made)	22.26	63.55

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 a mandatory Code of Conduct for its Board Members and Senior Management personnel. This Code of Conduct is available on the Company's website under the Policies section.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe.

We strive to provide safe, reliable, and sustainable products. Our materials are recyclable, and we fulfill our Extended Producer Responsibility (EPR) through certified recyclers. While we haven't undertaken Life Cycle Assessments yet, we are working to strengthen environmental aspects in our product development. Safety and quality remain our top priorities.

Essential Indicators

- 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 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	3%	3%	-

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, we have a Supplier Code of Conduct that outlines the ethical, environmental, and social standards that all our suppliers are required to adhere to.

- If yes, what percentage of inputs were sourced sustainably?
55%

- 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.

The majority of our products are recyclable. In warranty cases, we take back the products to ensure their safe and responsible disposal.

- 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, Extended Producer Responsibility (EPR) applies to the Company. All plastic waste generated is disposed of through authorized recyclers in accordance with the Plastic Waste Management Rules.

Leadership Indicators

- 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 (LCA) of its products.

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					

- 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		

- 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 2024-25	FY 2023-24
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:

	FY 2024-25			FY 2023-24		
	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.

Our people are our strength. We ensure a safe, inclusive, and empowering work environment through regular health and safety training, grievance redressal mechanisms, and insurance benefits. Our “Non-Discrimination and Sexual Harassment Redressal Policy” and Whistleblower Policy foster trust and security for all employees, especially women. We promote gender inclusion and are constantly working to enhance workplace well-being.

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	1063	1063	100%	1063	100%	-	-	-	-	-	-
Female	80	80	100%	80	100%	80	100%	-	-	80	100%
Total	1143	1143	100%	1143	100%	80	100%	-	-	80	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers 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	931	931	100%	931	100%	-	-	-	-	-	-
Female	114	114	100%	114	100%	114	100%	-	-	114	100%
Total	1045	1045	100%	1045	100%	114	100%	-	-	114	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) in the following format -

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	0.14%

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

Benefits	FY 2024-25			FY 2023-24		
	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	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	-	-	-	-	-	-

*All eligible employees are covered under ESI

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, our offices and outlets are equipped with elevators and ramps to ensure accessibility 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 Company has a Non-Discrimination and Sexual Harassment Redressal Policy in compliance with the Rights of Persons with Disabilities Act, 2016. This policy is included in the HR manual and is accessible on the Company's 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 experiencing or apprehensive about harassment or discrimination should immediately report the incident, preferably with one or more witnesses to the HR Manager, Unit Head, or equivalent authority. The following process is adopted to ensure timely and fair resolution:</p> <ul style="list-style-type: none"> A Complaints Committee is established to address such issues. The complaint procedure is time-bound to ensure prompt resolution. Confidentiality throughout the process is strictly maintained. Complainants and witnesses are protected against victimization or discrimination during the complaint handling. The aggrieved person must file a complaint with the Complaints Committee within 15 days from the date of the alleged incident. If the complainant wishes to remain anonymous for any reason, they may submit the complaint in a sealed cover addressed to the Head of the Organization, either in person or by mail. The Complaints Committee will take immediate and appropriate action, conducting a discreet inquiry or formal investigation as necessary. <p>Penalties:</p> <ul style="list-style-type: none"> If the harassment or discrimination constitutes a specific offence under the Indian Penal Code or any other law, Suprajit Engineering Limited (SEL) will initiate legal proceedings by lodging a complaint with the relevant authorities. If the conduct is considered misconduct under applicable employment rules, disciplinary action will be taken, which may include dismissal. In cases of false accusations, the complainant will be subject to appropriate disciplinary measures.
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 2024-25			FY 2023-24		
	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)
Total Permanent Employees						
Male	1063	0	0%	906	0	0%
Female	80	0	0%	78	0	0%
Workers						
Male	931	0	0%	688	0	0%
Female	114	0	0%	81	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safetymeasures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1063	1063	100%	1063	100%	906	906	100%	752	83%
Female	80	80	100%	80	100%	78	78	100%	62	79%
Total	1143	1143	100%	1143	100%	984	984	100%	814	83%
Workers										
Male	931	931	100%	840	100%	688	688	100%	571	83%
Female	114	114	100%	232	100%	81	81	100%	64	79%
Total	1045	1045	100%	1072	100%	769	769	100%	635	83%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1063	1063	100%	906	906	100%
Female	80	80	100%	78	78	100%
Total	1143	1143	100%	984	984	100%
Workers						
Male	931	931	100%	688	688	100%
Female	114	114	100%	81	81	100%
Total	1045	1045	100%	769	769	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 manufacturing 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 an Occupational Health and Safety (OH&S) Policy that establishes systems and procedures to identify workplace safety, health, and related hazards. The policy aims to:

- Identify and eliminate hazards to minimize OH&S risks, preventing injuries, accidents, and ill health.
- Encourage consultation and active participation of workers and their representatives in safety committees to continuously improve the OH&S management system.
- Ensure the health and safety of visitors, customers, and contractors on Company premises.

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

Yes, employees are encouraged to report work-related hazards to the Business Manager and are trained to remove themselves from risky situations.

- 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 various health and wellness benefits, including medical and accident insurance coverage for themselves and their immediate family members.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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 on workplace health and safety is provided to all new employees. Additionally, regular training sessions are conducted to maintain a safe and healthy work environment. Monthly safety audits are also carried out to ensure ongoing compliance and improvement.

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

	FY 2024-25			FY 2023-24		
	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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Any other type of complaint	0	0	NA	0	0	NA

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): N
(B) Workers (Y/N): N
- 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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	

- 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.

We recognize stakeholders who influence or are influenced by our operations. Our plant managers and unit heads communicate stakeholder feedback to our Company Secretary, who then engages with the Board. Our policies and ESG initiatives are updated based on periodic stakeholder consultations. Through the Suprajit Foundation, we also support local communities and address the needs of vulnerable groups.

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Key stakeholders are identified based on the significant influence they have on the Company, or on how they are materially affected by the Company's corporate decisions and their outcomes.

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 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 plant managers and unit heads communicate their requirements and feedback to the Company Secretary, who acts as a mediator 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.

Suprajit regularly engages and collaborates with its key stakeholders to address ESG-related topics and provide transparent updates. Periodic evaluations are conducted to revise policies in line with regulatory changes and stakeholder feedback.

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

For more information on the Company's community initiatives and engagement, please visit: [Suprajit Foundation](#)

PRINCIPLE 5

Businesses should respect and promote human rights Essential Indicators.

We respect and promote human rights in all our operations. Our internal grievance mechanisms including the Sexual Harassment Redressal Committee and Whistleblower Policy protect complainants and ensure fair resolution. While we haven't integrated human rights clauses into contracts yet, we are reviewing this. Our Supplier Code of Conduct already includes key human rights principles.

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of / employees workers covered (D)	% (D / C)
Employees						
Permanent	1143	1143	100%	984	984	100%
Other than permanent	-	-	-	-	-	-
Total Employees	1143	1143	100%	984	984	100%
Workers						
Permanent	1045	1045	100%	769	731	100%
Other than permanent	-	-	-	-	-	-
Total workers	1045	1045	100%	769	731	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum wages		More than Minimum wages		Total (D)	Equal to Minimum wages		More than Minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1063	0	0%	1063	100%	906	0	0%	906	100%
Female	80	0	0%	80	100%	78	0	0%	78	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	931	0	0%	931	100%	688	0	0%	688	100%
Female	114	0	0%	114	100%	81	0	0%	81	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration / wages:

	Number	Male	Number	Female
		Median remuneration/ salary/ wages of respective category (₹ in Million)		Median remuneration/ salary / wages of respective category (₹ in Million)
Board of Directors (BoD)	6	8.95	2	1.32
Key Managerial Personnel	1	10.22	0	0
Employees other than BoD and KMP	1994	0.34	194	0.29
Workers	-	-	-	-

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

Parameter	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	8%	8%

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 serves as the focal point for addressing any 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 implemented a “Non-Discrimination and Sexual Harassment Redressal Policy” along with a formal process to address complaints of harassment or discrimination. Details of the grievance redressal mechanism are provided under Point No. 6 of Principle 3. To prevent adverse impacts, the Company has taken several initiatives to ensure a safe workplace for women, including employee awareness programs and stringent guidelines on the Prevention of Sexual Harassment. Additionally, the Whistle Blower Policy offers a secure channel to protect complainants from any retaliation in cases of discrimination and harassment.

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

	FY 2024-25			FY 2023-24		
	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	3	0		-	-	-

No Complaints have been received during the FY 2023-24

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

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

The Whistle Blower Policy and the Non-Discrimination and Sexual Harassment Redressal Policy provide mechanisms to protect complainants from any adverse consequences in cases of discrimination and harassment.

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

No. We are currently reviewing this requirement and identifying the most relevant clauses to include in our agreements. However, our Supplier Code of Conduct already incorporates 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 Indicators

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

The Company has a dedicated policy to address grievances and complaints related to human rights.

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

Human rights due diligence has not yet been conducted but is planned to be initiated 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, the company's premises and offices are accessible to differently-abled visitors, in compliance with the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	100%
Child labour	100%
Forced labour/involuntary labour	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.**

We follow strict environmental regulations and responsibly manage hazardous and non-hazardous waste. Our practices include:

- Segregation at source with color-coded bins
- Separate storage for different types of waste
- Quantity tracking and disposal through authorized dealers

We did not undertake projects requiring environmental impact assessments during the year, and none of our units are located in ecologically sensitive areas.

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable source		
Total electricity consumption (A)	12040 GJ	7710 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C) (Solar/Wind)	-	-
Total energy consumed from renewable resources (A+B+C)	12040 GJ	GJ
From non-renewable source		
Total electricity consumption (D)	73403 GJ	70750 GJ
Total fuel consumption (E)	26998 GJ	24764 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	100401 GJ	95514 GJ
Total energy consumed (A+B+C+D+E+F)	112441 GJ	103224 GJ
Energy intensity per Rupee of turnover (Total energy consumed/ revenue from operations)	65.4 GJ / Crore of Turnover	67.2 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)	15.90 GJ / Crore of PPP adjusted Turnover	18.4 GJ / Crore of PPP adjusted Turnover
Energy intensity in terms of physical output	-	-
Energy 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.

No, an independent assessment, evaluation, or assurance has not been carried out by any 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.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	96241	86602
(iii) Third party water*	52674	46170
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	148915	132772
Total volume of water consumption (in kilolitres)	148915	132772
Water intensity per Rupee of turnover (Total water consumption / Revenue from operation)	86.7 KL / Crore of Turnover	86.4 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)	21.0 KL / Crore of PPP adjusted Turnover	23.7 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.

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

4. Provide the following details related to water discharge:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	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)	2177	1313
(v) Others	0	0
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	1313	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.

No, an independent assessment, evaluation, or assurance has not been carried out by any external agency.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation
- No
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
NO _x	mg/Nm ³	24.44	27.9
So _x	mg/Nm ³	14.09	9.6
Particulate matter (PM)	mg/Nm ³	32.36	38.1
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment / evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	Metric ton of CO ₂ equivalent	1947	1658
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)	Metric ton of CO ₂ equivalent	14823	16174
Total Scope 1 and Scope 2 emissions per Rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric ton of CO ₂ Equivalent / Crores of Turnover	9.8	11.7
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)	Metric ton of CO ₂ Equivalent / Crores of PPP adjusted Turnover	2.4	3.2
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 installed the renewable solar plants in 6 units, which will be able to generate 2756 KWP. The Company has entered into power purchase agreement in order to enhance its source of renewable power supply for the plants located in the State of Karnataka.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric ton)		
Plastic waste (A)	114.66	114.7
E-waste (B)	0.54	0.5
Bio-medical waste (C)	0.01	0.0
Construction and demolition waste (D)		0.0
Battery waste (E)	0.20	0.2
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)- Used Oil	2.02	3.5
Oil soaked Cotton waste (H)	4.14	1.6
Zinc (I)		4.4
Paint Sludge (J)	0.62	0.6
Total Other Hazardous Waste (G+H+I+J)	6.78	10.18
Other Non-hazardous waste generated if any. (K) - Paper	4.05	5.6
Steel (L)	319.95	279.0
Wood (M)	112.06	68.1
Corrugated Box (N)	224.99	179.7
Organic waste (O)	19.35	17.3
Other Metal Waste (P)	27.54	21.7
Other Glass Waste (Q)	0.45	130.8
Total Other Non-Hazardous Waste (K+L+M+N+O+P+Q)	708.40	702.2
Total (A+B + C + D + E + F + G + H + I + J + K + L + M + N + O + P)	851.78	827.80
Waste intensity per Rupee (Crores) of turnover (Total waste generated / Revenue from operations)	0.50 Tons/ Cr of turnover	0.54 Tons/ Cr of turnover
Waste intensity per Rupee (Crores) of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.12 Tons/ Cr of PPP adjusted turnover	0.14 Tons/ Cr of PPP adjusted turnover
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

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	718.34	738.22
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	718.34	738.22
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)	114.09	71.68
(ii) Landfilling (Paint sludge / Organic Waste)	19.35	17.9
(iii) Other disposal operations	-	-
Total	133.44	89.59

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No 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 environmental compliance standards and ensure responsible disposal of hazardous waste through authorized dealers. Non-hazardous waste is systematically reused and recycled wherever possible.

The Company has established the following waste management practices:

1. **Segregation of waste at source** using color-coded bins for effective waste categorization.
 2. **Dedicated storage areas** for hazardous and non-hazardous waste to prevent cross-contamination.
 3. **Maintenance of quantity registers** for both the generation and disposal of waste in line with the Hazardous Waste Management Rules.
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 and offices are not located in or around any 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 were undertaken by the Company during the current financial year that required environmental impact assessments under applicable laws.

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

Parameter	FY 2024-25	FY 2023-24
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)	-	-
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 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
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:

Sl. 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	Synchornization 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 CO ₂ emissions (Scope 2)
7	Maintaining the power factor value nearby 0.99	Periodic monitoring and regular review of power consumption	Reduction of the Reactive power losses

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.

We believe in engaging with policy frameworks transparently and ethically. Although we are not currently part of any trade or lobbying associations, we comply fully with regulatory requirements and maintain open communication with relevant authorities wherever required.

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.

Sl. 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 anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

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

Leadership Indicators

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

Sl. 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.

We are committed to creating a positive social impact. Through the Suprajit Foundation, we support initiatives in education, health, and rural development. We did not undertake any projects requiring social impact assessments or rehabilitation efforts this year. Community complaints, if any, are handled by the concerned departments promptly.

Essential Indicators

- 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 by the Company in the current financial year that require Social Impact Assessments (SIA) as per applicable laws.

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

There are no ongoing projects undertaken by the Company that involve Rehabilitation and Resettlement (R&R) activities during the FY 2024-25.

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

The Company has mechanisms in place to receive and redress grievances from the community. While no complaints have been received in the reporting period, any grievances or complaints from local communities are addressed by the concerned departments on a case-by-case basis, as and when they arise.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	70%	72%
Sourced directly from within India	63%	66%

- 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 2024-25	FY 2023-24
Rural	-	-
Semi-Urban	8%	6%
Urban	21%	25%
Metropolitan	71%	69%

Leadership Indicators

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

Sl. 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:

Sl. No.	State	Aspirational District	Amount spent (In INR)
1.	Nil	Nil	Nil

- (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

3. 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

Sl.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

4. 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 actions taken
Nil	Nil	Nil

5. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	EDUCATION		
1	Donations were made to support meritorious students from underprivileged communities, remote hill villages, COVID-affected families, and parentless children through scholarships, providing educational kits, adoption of their educational expenses,	7750	100%
2	Sponsorship of the Mid-day meal program for underprivileged children at school	450	100%
3	Donations made to various institutions to support vocational training, industrial training, adult literacy, training the teachers, and other educational initiatives aimed at enhancing skill development and employability	1400	90%
4	Donations made to various institutions to support the vocational training, and other educational activities	650	100%
5	Donation made to establish two Early Childhood Care & Education (ECCE) centres at Haralur and Siddapura, catering to the developmental needs of children of migrant construction workers.	150	100%
6	Miscellaneous Education related projects at Government Schools relating to school bus, school infra, school playground renovation, installing RO water plants and its maintenance, providing bench and desks, books, uniforms, etc	5000	90%

	HEALTHCARE		
7	Donation made to various institutions towards cancer care, cancer screening camps, dialysis care, and other basic healthcare expenses of the underprivileged	5000	95%
8	Donations made to support the early detection and prevention of Thalassemia and related hematological disorders	10500	95%
9	Donation made to support eye care projects, eye camps, identification of children with developmental disabilities, Children's Airway and Surgery Program of the infants and newborns, health camps to caddies, etc.	5000	90%
10	Donation made towards Children's Airway and Surgery Program of the infants and newborns, who have swallowing and breathing disorders.	15	100%
11	Donation made to an old age home for the construction of two residential rooms to support shelter and care for underprivileged elderly residents	-	100%
	PROMOTION OF SPORTS		
12	Donation made to various institutions and individuals for promotion of nationally recognised sports such as Golf, Cricket, etc.	50	95%

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

We value our customers and ensure that our products are sustainable and responsibly managed. We take back products under warranty for safe disposal and remain transparent in customer communication. Our feedback and grievance mechanisms are customer-friendly and geared toward quick resolution.

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Quality Management System procedure number SELV\QSP\19 is available for handling customer complaints.
- 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%

- Number of consumer complaints in respect of the following:

	FY 2024-25			FY 2023-24		
	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 Indicators

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