LLOYDS ENGINEERING WORKS LIMITED
(Formerly known as Lloyds Steels Industries Limited)

www.lloydsengg.in
CIN: L28900MH1994PLC081235
infoengg@lloyds.in

RS/LLOYDSENGG/BSEL-NSEL/2025/71 **29th July 2025**

The Department of Corporate Services, BSE Limited 27th Floor, P.J. Towers, Dalal Street, Mumbai - 400 001	The National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051
Scrip Code: 539992	**Symbol: LLOYDSENGG** **ISIN: INE093R01011**
Scrip Code: 890216	**Symbol: LLOYDSENPP** **ISIN: IN9093R01019**

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial year 2024-25, which forms an integral part of the Annual Report for the Financial year 2024-25, submitted to the Stock Exchanges vide letter dated 29th July 2025.

This is for your information and records

Kindly take the same on your record.

Thanking You,

Yours faithfully,

For Lloyds Engineering Works Limited
(Formerly known as Lloyds Steels Industries Limited)

Rahima Shabbir Shaikh
Digitally signed by Rahima Shabbir Shaikh
Date: 2025.07.29 22:34:57 +05'30'

Rahima Shaikh
Company Secretary & Compliance Officer
ACS – 63449

ANNEXURE - C

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L28900MH1994PLC081235
2.	Name of the Listed Entity	Lloyds Engineering Works Limited
3.	Year of Incorporation	1994
4.	Registered office address	Plot No. A-5/5, MIDC Industrial Area, Murbad, Thane – 421401
5.	Corporate address	A-2, Madhu Estate, 2nd Floor, Pandurang Budhkar Marg, Lower Parel, Mumbai 400013
6.	Email	infoengg@lloyds.in
7.	Telephone	022 6291 8111
8.	Website	www.lloydsengg.in
9.	Financial Year for which reporting is being done	2024 -25
10.	Name of the Stock Exchange(s) where share is listed	National Stock Exchange of India Limited ('NSE') and BSE Limited ('BSE')
11.	Paid-up Capital	Rs. 116,55,10,466
12.	Name and the contact details(telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Deepak Obhan - Vice President – HR Email id: Deepak.obhan@lloyds.in Phone: 9821650707
13.	Reporting boundary	Standalone and Consolidated
14.	Name of assurance provider	SGS India Private Limited
15.	Type of assurance obtained	ISO 9001 ISO45001

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1.	Design, Engineering, Manufacturing and supply of Process equipment and systems and turnkey projects		92.01%
2.	Trading in steels products		7.99%

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

S. No.	Description of Main Activity	NIC Code	% Of total turnover contributed
1.	Design, Engineering, Manufacturing and supply of Process equipment, Packages and LSTK Projects	2829	92.01%
2.	Wholesale of metals and metal ores	46620	7.99%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity situated:

Location	Number of plants	Number of offices	Total
National	9	4	13
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	Seeking Opportunities in international market

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

c. A brief on types of customers
Company Deals with Customers from various segment of industries such as hydrocarbon, chemicals, minerals, steel/power plants, marine industry etc.

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)	270	247	91.48%	23	8.52%
2.	Other than Permanent (E)	17	16	94.12%	1	5.88%
3.	**Total Employees (D + E)**	287	263	91.63%	24	8.36%
	WORKERS					
4.	Permanent(F)	38	38	100%	-	-
5.	Other than Permanent (G)	134	134	100%	-	-
6.	**Total Workers (F + G)**	172	172	100%	-	-

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)	0	0			0
2.	Other than Permanent (E)	0	0			0
3.	**Total Employees (D + E)**	0	0			0
	DIFFERENTLY ABLED WORKERS					
4.	Permanent(F)	0	0			0
5.	Other than Permanent (G)	0	0			0
6.	**Total Workers (F + G)**	0	0			0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	2	1	50.00%

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

Particulars	FY 2024 – 25 (Turnover rate in current FY)			FY 2023 – 24 (Turnover rate in previous FY)			FY 2022 - 23 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	263	24	287	221	14	235	144	16	160
Permanent Workers	38	0	38	42	0	42	44	0	44

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

22. (a) Name of holding / subsidiary / associate companies / joint venture

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?
1.	Lloyds Enterprises Limited	Holding Company	Nil*	No
2.	Techno Industries Private Limited	Subsidiary Company	77%	No
3.	Lloyds Infrastructure & Construction Limited	Associate Company	24.20%	No

Lloyds Enterprises Limited being a Holding Company of the Company holds shares in the Company and Company does not hold any shares in it.

VI. CSR Details

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

(ii) Turnover (Rs. in Crores) – 755.78

(iii) Net worth (Rs. in Crores) - 645.03

VII. Transparency and Disclosures Compliances:

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in place (yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024 - 25 Current Financial Year			FY 2023 - 24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	-	-	-	-	-	-	-
Investors (Other than Shareholder)	-	-	-	-	-	-	-
Shareholders	-	-	-	-	-	-	-
Employees and Workers	-	-	-	-	-	-	-
Customers	-	-	-	-	-	-	-
Value Chain Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

25. 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 the risk or opportunity (R/O)	Rationale for identifying risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive and negative implications)
1.	Motivation of Employees and Workers	O	-		Positive
2.	Health and Safety	R	-	Company is certified for ISO45001 which follows international standards for improvements in Health and Safety	Negative
3.	Business ethics	R	-	Company has a whistle blower policy for Employees and Workers.	Negative
4.	Sustainable Supply chain.	R	-	Contract with the contractors/vendors include compliance with Labor and Industrial laws, ESIC, Safe working procedure, Group insurance policy etc.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Principle- 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
Principle- 2	Businesses should provide goods and services in a manner that is sustainable and safe.
Principle- 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
Principle- 4	Businesses should respect the interests of and be responsive to all its stakeholders.
Principle- 5	Businesses should respect and promote human rights.
Principle- 6	Businesses should respect and make efforts to protect and restore the environment.
Principle- 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle- 8	Businesses should promote inclusive growth and equitable development.
Principle- 9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs.(Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the board (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the Policies, if available	https://www.lloydsengg.in/policies/								
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the National and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) Standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian Electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule	ISO 45001 ,OSHAS,MFR 1963 ,FA 1948 ,EA 1986, Indian Electrical act & Indian electrical rule

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific Commitments, goals and targets set by the entity with defined timelines, if any	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reason in case the same are not met.	-	-	-	-	-	-	-	-	-
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) Lloyds Engineering Works Limited is in the design and manufacture of Process Equipment and Systems and turnkey projects. This business, especially manufacturing, has a impact on the environment in terms of energy consumption. Given the strong growth aspiration of the Company, the biggest challenge is to balance the growth while minimizing its impact on the environment. Energy transition from fossil fuels to green energy is a trend globally and the Company intends to reduce its presence across the fossil fuel space and move to green energy. The Company's aim, as it grows, is to use of renewable energy across its operations. The Manufacturing and turnkey projects business is very labour intensive, and the availability of skilled labour has become a challenge. This challenge could increase over time as India increases its thrust on infrastructure development. Recognizing this, the Company plans to strengthen its inhouse training program to upgrade the skill of the workers which will be a mutually beneficial. In addition, the Company plans to introduce CNC machines to increase efficiency in manufacturing and at the same time reduce power consumption. These initiatives are intended to reduce manual component of work, increase worker productivity, reduce wastages and thereby, improve the cost competitiveness of the business and at the same time to conserve energy. The Company's Corporate Social Responsibility (CSR) program focuses on supporting several healthcare initiatives aimed at improving public health, particularly for underserved communities which offers a range of services, including preventive health checks, dialysis, physiotherapy, antenatal classes, dentistry, endoscopy, non-invasive cardiology, pulmonology, and check-ups, a treatment that is provided at a nominal or no cost to eligible patients, which also provides heart surgeries for children from financially disadvantaged backgrounds, providing numerous surgeries, aiming to give these children a chance at a healthy life in the treatment, management, and research of antiretroviral cases. This BRSR report proves our commitment to continuous improvement in sustainability, environment and social parameters while conducting business responsibly.									
8. Details of the highest Authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Kalpesh Agrawal Designation: Chief Financal Officer								
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.	Yes, the Company's CSR Committee is responsible for sustainability related issues. Safety committee also takes up environmental and social issue which comes up in Manufacturing and is headed by General Manager, Mr. Naib Singh								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically or on need basis by the Executive official as a part of ESG review. During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.																	
Compliance with statutory requirements of any non–compliance	The Company complies with the extent regulations and principles as are applicable.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes. SGS India conduct audit on different subjects such as ISO 9001 and ISO 45001. During the audit process they check working of the related policies of the company. They do it through checking policy elements, procedures, action plans etc.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reason to be stated:

NA

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 - BUSINESS SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and	% Age of persons in respective category covered by the awareness programmes
Board of Directors	0	0	0
Key Managerial Personnel	4	Skill upgradation Training on Tally , Recruitment , Design To promote Human rights visit to orphan age on oocassion of Christmas Training on protection & restoration of the enviroment	
Employees other than BoD and KMPs	5		
Workers	-	-	-

2. Details of fines / penalties / punishment /award / compounding fees / settlement amount paid in proceeding (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulation, 2015 and as disclosed on the entity's website):

None

3. Of the instances disclosed in Question 2 above, details of Appeal/ Revision preferred in cases where monetary or non-monetary action has been impugned.

None

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.

https://www.lloydsengg.in/wp-content/uploads/2024/06/Anti-Bribery-and-Anti-Corruption-Policy.pdf

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

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery/corruption against directors / KMP / employees / workers that have been brought to our attention.

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

None

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.

None

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

	FY (2024-25)	FY (2023-24)
No. of days of accounts payable	44.19	20.72

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	61.27%	63.81%
	b. Number of trading houses where purchases are made from	431	260
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65.26%	75.07%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Shares of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total Loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators

1. Does the entity have process in place to avoid / manage conflict of interests involving members of the Board? (Yes / No). If Yes, provide details of the same.

The Company believes in the principle of zero conflict of interest and has processes on management of these involving members of the Board. This process allows the Directors to recuse themselves from the discussions pertaining to the conflict of interest. The Directors have to exercise their responsibilities in a manner, in the interest of the Company. They should not use their position to the detriment of the Company or for the purpose of gaining direct or indirect personal benefit. Any conflict of interest arising with the Board Members needs to be reported to the Chairman of the Board.

PRINCIPLE 2 - BUSINESS SHOULD PROVIDE GOODS AND SERVICES IN 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.

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
CAPEX	-	-	-

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

Yes

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

As of now we have Implemented SOP for engaging new vendors based on ISO-45001 Document number dated 04.11.2024 LSIL-SOP-002 where vendors are evaluated on basis of Environment, Health and Safety parameters.

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

The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operations.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is not applicable as the major business of the Company is mechanical construction and associated services and the Company does not manufacture any consumer product. However, the Maharashtra PCB consent for plot no A-6/3 and A-5/5 MIDC Murbad to operate under section 26 and 21 and rule 6 of hazardous and other waste for the product manufactured by Lloyds valid upto 28.02.2030 and 31.01.2031 respectively.

Leadership Indicator

1. Of the products and packaging reclaimed at the end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable as the Company does not have any specific consumer product except heavy fabricated equipment and there is no product reclamation at the end of the product life. However, the waste material generated at the operation and project sites are reused, recycled and disposed as per the applicable regulatory requirement.

PRINCIPLE 3 - BUSINESS SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAIN

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	263	263	100	263	100	-	-	5		-	-
Female	24	24	100	24	100	0	0	0		-	-
Total	**287**	**287**	**100**	**287**	**100**	**0**	**0**	**5**		**-**	**-**
Other than Permanent Employees											
Male	38	38	100	38	100	-	-	-	-	-	-
Female	-	-	-	0		-	-	-	-	-	-
Total	**38**	**38**	**100**	**38**	**100**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	38	38	100	38	100	-	-	-	-	-	-
Female	-	-		0		-	-	-	-	-	-
Total	**38**	**38**	**100**	**38**	**100**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

Benefits	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A)
PF	100%	100%	yes	100%	100%	yes
Gratuity	100%	100%	yes	100%	100%	yes
ESI	100%	100%	yes	100%	100%	yes
Others- please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Minimum requirements are available. There are no differently abled employees or workers in Plants and Offices.

4. Does the entity have an equal opportunity policy as per the Rights of Person with Disabilities Act, 2016? If so, provide a web-link to the policy.

No differently abled employees are there in the company.

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

Gender	Permanent Employee		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	**-**	**-**	**-**	**-**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Through Union committee
Other than Permanent Workers	Through Supervisor and Contractor
Permanent Employees	By email through HOD
Other than Permanent Employees	By email through HOD

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

Benefits	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	38	38	100%	42	42	100%
Male	38	38	100%	42	42	100%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024 – 25 (Current Financial Year)					FY 2023 – 24 (Previous Financial Year)				
	Total (A)	On health and safety measures		On Skill Up-gradation		Total (D)	On healthy and safety measures		On Skill Up-gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Male	263	15	5.70	175	66.54	221	160	72.40	61	27.6
Female	24	5	20.83	24	100.00	14	7	50	7	50
Total	**287**	**20**	**6.97**	**199**	**69.34**	**235**	**167**	**71.06**	**40.72**	**68**

Category	FY 2024 – 25 (Current Financial Year)					FY 2023 – 24 (Previous Financial Year)				
	Total (A)	On health and safety measures		On Skill Up-gradation		Total (D)	On healthy and safety measures		On Skill Up-gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	38	38	100%			42	42	100%		
Female	-	-	-	-	-	-	-	-	-	-
Total	**38**	**38**	**100%**			**42**	**42**	**100%**		

9. Details of performance and career development reviews of employees and workers:

Benefits	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	263	190	72	221	178	80
Female	24	19	79	14	13	92.85
Total	**287**	**209**	**72.82**	**235**	**191**	**81.27**
Workers						
Male	38	38	100	42	42	100
Female	-	-	-	-	-	-
Total	**38**	**38**	**100**	**42**	**42**	**100**

10. Health and safety management system:

a. Whether on occupational health and safety management system has been implemented by the entity?

YES, ISO 45001:2018 Certified

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

HIRA (Hazards Identification and Risk Assessment)

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

Yes

d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services?

First aid facilities are available for both employees and workers.

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

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

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

Work as per Standard Operating Procedure.

Work instructions

Trainings on specific topics

Daily TBT (Tool Box Talk)

Mandatory PPE (safety kit) in shop floor

Safety induction training

Refreshment training

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

Benefits	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Filed During the year	Pending resolution at the end of the year	Remarks	Filed During the year	Pending resolution at the end of the year	Remarks
Working conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessment of the year:

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

The company is ISO 45001 OHSAS certified, hence internal and external audit on the above takes place annually.

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 and safety practices and working conditions.

To avoid the non-reportable minor burn injury for welder and grinder, Leg guard cover is implemented.

Leadership Indicator

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

A. Employee (Y)
B. Worker (Y)

We provide comprehensive insurance and compensatory support for both employees and workers. The following three types of coverage are extended:

a) **Group Accident Insurance:** All employees and workers are insured under a group accident policy with a coverage of Rs. 12 Lakh.

b) **Group Medical Insurance:** A medical insurance policy covering Rs. 2 Lakh is provided to all employees and workers.

c) **Lloyds Life After Death Program:** In the unfortunate event of an employee's or worker's death, a monthly financial compensation is provided to their nominee for a period of 3 years. The amount disbursed is based on the grade of the deceased individual.

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

The Company takes necessary steps to ensure statutory compliance by its value chain partners. One such measure includes verifying the GST deposit status of vendors through the official GSTIN portal. Payment to vendors is released only after confirming that GST related to the corresponding invoices has been correctly deposited with the government. This practice reinforces the Company's commitment to responsible business conduct and regulatory compliance across its value chain.

3. Provide the number of employees / workers having suffered high consequence work/related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated are placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current financial year)	FY 2023 - 24 (Previous financial year)	FY 2024 -25 (Current financial year)	FY 2023 - 24 (Previous financial year)
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transaction assistance programs to facilitate continued employability and the management of carrier endings resulting from retirement or termination of employment? (Yes/ No)

Retirement transaction assistance/benefits given to all employees as per company policy and statutory requirements.

PRINCIPLE 4 - BUSINESS SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

Stakeholders	Basis of Identification
Suppliers/Contractors	Process Equipment manufacture have significant dependence on supply chain partners for: Sourcing of steel sheets for manufacture of boilers, etc. To maintain sustainable growth, these partners are key elements in meeting the delivery and cost objectives for various contracts.
Government	Order from Government owned enterprises and indirectly owned by GOI contribute 7.09% of the order booked for the FY 2024-25. In addition to providing the business, they also determine policies for various areas as well as determine the future plans for various sectors.
Customers	Private sector makes up 92.91 % of the order book and plays an important role in business plans of the Company. Many of these are long-term clients which offer repeat business over long period of business.
Shareholders and Investors	Shareholders and investors make an important contribution to the growth of the company by providing financial resources for both, short term and long term in the form of working capital and capital expenditure respectively. They also play an important role through exercise of their voting rights with respect to important plans of the Company.
Employees and Workers	Employees and Workers are one of the important stakeholders of the Company and play a key role in the development and growth of the Company.

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication	Frequency of Engagement including key topics and concerns raised during such engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Employee satisfaction surveys Circulars and messages from Corporate and line management. Welfare initiatives for employees and their families.	As and when identified communication is established	Employees growth and benefits, their expectation, career growth and professional development
Shareholders and Investors	No	Press Releases, dedicated email ids for Investor Grievances, Quarterly Results, Annual Reports, Integrated Reports, AGM (Shareholders interaction), Quarterly investor presentation, stock exchange filings and corporate website.	As and when identified communication is established	To understand their need and expectation which are important to the Company.
Customers	No	Email, SMS, Website, Exhibition	As and when identified communication is established	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
Suppliers/ Contractors	No	Regular supplier meetings	As and when identified communication is established	Need and expectation, schedule, supply chain issue.
Government	No	Press Releases, Quarterly Results, Annual Reports, Stock Exchange filings, issue	As and when identified communication is established	Reporting requirement, statutory compliance, support from authority and resolution of issues.

Leadership Indicators

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

The Company has set up various committees on economic and ESG governance and performance monitoring. These committees are CSR Committee, Stakeholder's Relationship Committee, etc. All these committees were constituted by the Board and each of these committees was chaired by an Independent Director respectively.

As per their respective terms of reference, the various Committees meet periodically to review the performance of the Company in various areas.

PRINCIPLE 5 -BUSINESS SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	82	82	100%	90	90	100%
Other than permanent	8	8	100%	3	3	100%
Total Employees	**90**	**90**	**100%**	**93**	**93**	**100%**
Workers						
Permanent	35	35	100%	42	42	100%
Other than permanent	-	-	-	-	-	-
Total Workers	**35**	**35**	**100%**	**42**	**42**	**100%**

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

Category	FY 2024 - 25 (Current Financial Year)					FY 2023 - 24 (Previous Financial Year)				
	Total (A)	Equal to minimum Wage		More than Minimum Wage		Total (D)	Equal to minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	247	-	-	247	100	221	-	-	221	100
Female	23	-	-	23	100	14	-	-	14	100
Other than Permanent										
Male	16	-	-	16	100	6	-	-	6	100
Female	1	-	-	1	100	1	-	-	1	100
Workers										
Permanent										
Male	37	-	-	37	100	42	-	-	42	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	187	-	-	187	100	135	-	-	135	100
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	1,70,10,000	-	-
Key Managerial Personnel (KMP)	1	1,45,24,281	1	11,68,378
Employees other than BoD and KMP	244	5,88,452	22	4,32,046
Workers	41	6,07,986	-	-

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)

The HR head is responsible for resolving all issues related to human rights in the company.

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

First level responsibility to redress grievances related to human rights issues is with the respective HOD's or Project Managers

The second level redressal will be done along with HR representative where disciplinary action needs to be Initiated.

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

Category	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The company has POSH and Whistle blower policy which encourages employees to complain against wrong doings and unethical practice which is observed within the organization.

Whistle Blower Policy/Vigil Mechanism has a system of making a "Protected Disclosure" either in a sealed envelope super subscribed "Protected disclosure under the Whistle Blower policy" and sent to the Vigilance and Ethics Officer or through an email

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

Yes. Contract with the contractors/vendors include compliance with Labor and Industrial laws, ESIC, Safe working procedure, Group insurance policy etc.

9. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Child labour	100% through ISO 45001 audit
Forced/involuntary labour	100% through ISO 45001 audit
Sexual harassment	100 % through implementation of POSH policy
Discrimination at workplace	-
Wages	100% through Remuneration Committee
Others – please specify	-

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

No significant risk identified during the audits.

Leadership Indicators

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

No significant human rights related complaint was received.

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

The Company conducts internal and external audits annually as part of the fulfillment of ISO 45001 requirement. The audit cover the health and safety requirements of employees as per International standards.

PRINCIPLE 6 - BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources ((A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	5673.71 GJ	4306.63 GJ
Total fuel consumption (E)	489.99 GJ	380.3 GJ
Energy consumed through other sources (F)	6163.7 GJ	4686.93 GJ
Total energy consumed from non-renewal sources (D+E+F)	12327.4	9373.86
Total energy consumed (A+B+C+D+E+F)	12327.4	9373.86
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	8.16	7.51
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
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, as Energy Consumption is quite Low, we have not appointed 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.

NA

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	26,738	23,435
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,738	23,435
Total volume of water consumption (in kilolitres)	26,738	23,435
Water intensity per rupee of turnover (Water consumed / turnover)	35.38	37.54
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Ground water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To 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)	**-**	**-**

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

Sewage Treatment Plant (STP) plant is used to treat waste water which is then used for gardening purpose.

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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent Metric tonnes of CO2 equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
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.

No

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

No

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

Parameter	In metric tonnes	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Plastic waste **(A)**	-	-	-
E-waste **(B)**	-	-	-
Bio-medical waste **(C)**	-	-	-
Construction and demolition waste **(D)**	-	-	-
Battery waste **(E)**	-	-	-

Parameter	In metric tonnes	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Radioactive waste **(F)**	-	-	-
Other Hazardous waste. Please specify, if any. **(G)**	-	-	-
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	905.78 (Scrap Steel)	513.76 (Scrap steel)
Total (A+B + C + D + E + F + G + H)	-	905.78	513.76
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste	-	-	-
(i) Recycled	-	-	-
(ii) Re-used	-	-	-
(iii) Other recovery operations	-	-	-
Total	-	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste	-	-	-
(i) Incineration	-	-	-
(ii) Landfilling	-	-	-
(iii) Other disposal operations	-	905.80	513.8
Total	**-**	**905.80**	**513.8**

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

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.

Only Steel scrap is generated. No Hazardous waste is generated.

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:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	NA	NA

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N)

Yes. Compliant with MPCB requirement.

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

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

There is no facility / plant located in areas of water stress.

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

Not Applicable.

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

Not Applicable.

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:

Steel scrap generation is reduced to the minimum at the design stage itself.

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

ISO 45001 is implemented in which there is Emergency response plan with Emergency contact number and process to be followed in case of emergency. Emergency mock drill is conducted once in a year and was last conducted on 1st February 2024 .

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.

Not Applicable.

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.

   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.	Directorate of Steam boilers	National
2.	Engineers India Limited	National
3.	Projects and Development India Limited,	National
4.	Petroleum and Explosives Safety Organisation	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.

   No such issues.

PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

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

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

Not applicable.

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

No rehabilitation and resettlement have been undertaken by the company.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3.28%	2.56%
Sourced directly from within the district and neighboring districts	74.36%	72%

Leadership Indicators

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

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

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

   As the company is into manufacturing heavy engineering equipment the procurement is mainly in bulk from steel manufacturing industries, hence the company does not have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups.

2. **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.**

   The company has not acquired any intellectual property (in the current financial year), based on traditional knowledge.

3. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

   Not applicable

4. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups
1.	Health Services for Paediatric Heart Surgeries through Rotary Club Bombay Charities Trust No.3	100%
2.	Bollywood Maha Arogya Shivir (free General Medical Camp) through R.K. HIV AIDS Research and Care Centre	100%
3.	For Expansion Project of the New Tower through Breach Candy Hospital Trust	100%

PRINCIPLE 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

   The Company collects feedback forms from customer every six months as per the Company's established QMS documented information. Response to customers is through email.

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	Not applicable as the Company does not have specific consumer product but manufactures heavy process equipment.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Benefits	FY 2024 – 25 (Current Financial Year)			FY 2023 – 24 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

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

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

No

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.

NA

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 - NIL

c. Impact if any, of the data breaches

Leadership Indicators

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

The Company's products and services can be found on the website of the Company at www.lloydsengg.in.

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

IOM manual is shared with the customer for safe installation, operation and maintenance of the product.

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

NA