

**ASTRA MICROWAVE PRODUCTS LIMITED**

Regd. Office : ASTRA Towers, Survey No. 12(P), Kothaguda Post, Kondapur, Hitechcity, Hyderabad, Telangana, INDIA - 500084
Tel : +91 40 46618000, 46618001, Fax : +91 40 46618048
Email : mktg@astramp.com, website : www.astramp.com
CIN : L29309TG1991PLC013203

July 31, 2023

To
The General Manager
Department of Corporate Relations
BSE Limited
Sir Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai -400 001

To
The Vice President
Listing Department
**The National Stock Exchange of
India Limited**
Exchange Plaza
Bandra Kurla Complex, Bandra (East)
Mumbai 400 051

Scrip code: 532493

Scrip code: ASTRAMICRO

Dear sir,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,
For Astra Microwave Products Ltd

T.Anjaneyulu
G.M - Company Secretary



Works :

Unit 1 : Plot No. 12; ANRICH Industrial Estate, Bollaram, Medak Dist., Telangana State - 502 325

Unit 2 : Plot No. 56A, ANRICH Industrial Estate, Bollaram, Medak Dist., Telangana State - 502 325

Unit 3 : Sy. No. 1/1, Imarath Kancha, Raviryala (VII), Maheshwaram (Mdl) R.R. Dist., Telangana State --500 005

Unit 4 : Sy. No. 1/1, Plot No. 18 to 21, Imarath Kancha, Hardware Park, Raviryala (V), Maheshwaram (M) R.R. Dist., T.S. - 500 005

R&D Centre : Plot No. 51 P, Bengaluru Aerospace Park(KIADB), Survey Nos Parts of 36 to 40, Bengaluru North, K.S. - 562 149.

Annexure – 7 TO THE DIRECTORS' REPORT
BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT
for the Financial Year ended 31 March 2023
SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L29309TG1991PLC013203
2. Name of the Listed Entity	ASTRA MICROWAVE PRODUCTS LIMITED
3. Year of incorporation	13-09-1991
4. Registered office address	ASTRA TOWERS, Survey No:12 (Part), Opp. CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500038, India
5. Corporate address	ASTRA TOWERS Survey No:12 (Part), Opp. CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500038, India
6. E-mail	sgr@astramp.com
7. Telephone	040-46618000
8. Website	www.astramp.com
9. Financial year for which reporting is being done	01-04-2022 to 31-03-2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Ltd (Bombay Stock Exchange) & NSE Ltd. (National Stock Exchange of India)
11. Paid-up Capital	Rs.17,32,23,350
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	T. Anjaneyulu (G.M.-Company Secretary) 040-46618007 tan@astramp.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

II. Products/Services**14. Details of business activities (accounting for 90% of the turnover)**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Design, Development and Manufacturing of RF & Microwave Systems, Sub System and Components.	Radar, Radar apparatus and radio remote control apparatus	94.90%

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

S. No.	Product/Service	NIC Code*	% of total Turnover contributed
1.	Manufacturing of radar, Radar apparatus and radio remote control apparatus	33124	94.90%
2.	Electronic integrated circuits manufacturing	32106	0.21%
3.	Manufacturing of printed circuits	32104	0.16%
4.	Antennas installation	45302	0.63%
5.	Generation of electricity from wind energy / energy from waves etc.	40108	0.21%
6.	Manufacture of other electronic components n.e.c	32109	1.30%
7.	Hydrological instruments n.e.c, manufacturing, Meteorological related instruments & apparatus	33126	2.60%

* As per National Industrial Classification, 2004 – Ministry of Statistics and Programme Implementation.

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	7	2	9
International	0	0	0

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	15
International (No. of Countries)	2

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

The contribution of exports is 39% of the total turnover of the entity.

c. A brief on types of customers

Astra Microwave caters to a diverse clientele, prominently encompassing the government sector, public sector units, and defence public sector units, etc.

IV. Employees**18. Details as at the end of the 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)	1279	1095	86%	184	14%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	1279	1095	86%	184	14%
Workers*						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

*We donot have permanant and Other permanant worker in our company.

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)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
Differently abled workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	2	0	0%

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

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.12%	25.21%	19.98%	18.78%	19.29%	18.85%	14.98%	14.23%	14.88%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

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

S. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	BHAVYABHANU ELECTRONICS PRIVATE LIMITED	Subsidiary	100 %	No
2.	AELIUS SEMICONDUCTORS PTE. LTD.	Subsidiary	100 %	No
3.	ASTRA FOUNDATION	Subsidiary	100 %	No
4.	ASTRA RAFAEL COMSYS PRIVATE LIMITED	Joint Ventures	50 %	No
5.	JANYU TECHNOLOGIES PRIVATE LIMITED	Associate Companies	26 %	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): 812,93,76,746.00

(iii) Net worth (in Rs.): 653,02,31,395.00

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes https://scores.gov.in/scores/Welcome.html	Nil	Nil	-	Nil	Nil	-

Shareholders	Yes https://astramp.com/shareholders-feedback-form/	Nil	Nil	-	Nil	Nil	-
Employees and workers	Yes https://hrconnect.astramp.com/HRInquiries.aspx	Nil	Nil	-	Nil	Nil	-
Customers	Yes https://astramp.com/contact-us/	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes https://astramp.com/contact-us/	Nil	Nil	-	Nil	Nil	-
Other (please specify)	No	Nil	Nil	-	Nil	Nil	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Design & Innovation	Opportunity	By focusing on continuous improvement and staying at the forefront of technological advancements, companies can create innovative products that meet evolving customer needs. Embracing user-centered design, incorporating sustainable practices, and fostering a culture of creativity and collaboration can drive competitive advantage, customer loyalty, and market growth. This opportunity allows companies to lead the industry and shape the future of RF and microwave technology.	-	Positive
2.	Employee Satisfaction and Wellness	Opportunity	Fostering employee satisfaction is a valuable opportunity for companies. By prioritizing factors such as work-life balance, career development, competitive compensation, and a positive work environment, companies can enhance employee morale, productivity, and retention. Engaging employees, providing growth opportunities, and recognizing their contributions can create a motivated workforce that drives innovation and contributes to the overall success of the organization.	-	Positive

3.	Sustainable Supply Chain	Opportunity	Sustainable supply chain presents an opportunity to reduce environmental impact while enhancing efficiency and profitability. It allows the company to meet growing consumer demand for eco-friendly products, boost brand reputation, and potentially open new market opportunities. Companies that actively manage the supply chain's impacts through standards, monitoring, and engagement with suppliers may be better positioned to protect shareholder value in the long run.	-	Positive
4.	Energy Management and Clean Tech	Opportunity	Optimizing energy management and incorporating clean technology presents tremendous opportunities for RF and microwave technology companies. By reducing energy consumption and integrating renewable energy sources, companies can lower operational costs and carbon footprint. Leveraging clean technology fosters innovation, drives efficiency, and aligns with increasing global emphasis on sustainability, thus enhancing the company's reputation and market position.	-	Positive
5.	Data privacy and cyber security	Risk	In the realm of RF/Microwave/Digital electronics, hardware products and associated software can harbor security gaps that may pose threats to consumer data security. Therefore, the onus is on the manufacturers in this industry to ensure the integrity of user data. If businesses operating in this sector fail to devise a comprehensive methodology to detect such vulnerabilities, they may inadvertently place consumer data at risk and potentially undermine their customer.	To address data privacy and security, the company has established a robust Cyber Risk Management framework. This framework, overseen by the Information Technology & Security Committee and Risk Management Committee, ensures constant monitoring of cyber risks and their mitigation. Data access is strictly controlled and data encryption is employed to ensure security. Moreover, the company has intensified its efforts to educate employees, customers, and other stakeholders about cyber frauds and the importance of data privacy, as part of its commitment to maintaining a secure digital environment.	Negative

6.	Corporate Governance	Risk	Companies are assessed on their performance in key governance areas such as ownership structure, board remuneration, accounting practices, corporate ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	To mitigate corporate governance risk, the company periodically reviews and upgrades policies to ensure they stay relevant and effective. The Board plays a key role in this process, reviewing governance practices and structures. Moreover, governance policies are revised to reflect changes in legislation and industry best practices. This proactive approach to governance helps manage risk, enhance transparency, and ensures compliance with all relevant regulations and standards.	Negative
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure 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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https:// astramwp.com/policies-1/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	ISO 45001:2018	No	ISO 14001:2015	No	ISO 27001:2013
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our institution recognizes the value of establishing yardsticks to gauge advancement towards achieving all the tenets of the NGRBC. Since this marks our initial year of implementing ESG, our intent is to delineate our ambitions and targets in the subsequent reporting cycle. We recognize the crucial role of aligning our ESG initiatives with our business aims, and we promise to institute a sturdy and effective ESG approach that ensures durability and creates enduring benefits for all parties involved								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

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)

Dear Stakeholders,

We are pleased to provide you with an update on the sustainability initiatives and achievements at Astra Microwave. Our commitment to integrating sustainability into our operations remains strong, and we are dedicated to addressing the environmental, social, and governance (ESG) challenges we face. Here are some significant highlights of our sustainability journey:

We have conducted a comprehensive materiality assessment, identifying key sustainability issues based on their significance and impact. This assessment has allowed us to prioritize and address these issues effectively. Additionally, we have diligently calculated our emissions and water footprint, enabling us to measure and manage our environmental impact efficiently. This data forms the basis of our sustainability strategies and targets.

To ensure a structured approach, we have developed an overarching Business Responsibility and Reporting (BRR) policy. This policy guides our actions and decisions, reinforcing our commitment to sustainability. Moreover, we are proud to announce that our Bangalore building has achieved a remarkable 5-star GRIHA rating, showcasing our dedication to energy efficiency and sustainable infrastructure.

As part of our efforts to reduce our carbon footprint, we have installed a solar power plant to increase our consumption of renewable energy sources. This step contributes to a cleaner and more sustainable energy future. Furthermore, we have implemented sewage treatment plants (STPs) across our units to manage wastewater properly. This ensures responsible water usage and minimizes our environmental impact.

We recognize the importance of our employees in driving sustainability. Therefore, we prioritize their training and development, equipping them with the necessary knowledge and skills to contribute effectively. Additionally, we have established a grievance portal that offers a transparent and efficient platform for vendors, customers, investors, and employees to address their concerns and grievances.

We are aware of the challenges presented by ESG, including data availability and quality, regulatory uncertainties, and evolving investor expectations. As a proactive organization, we are continuously monitoring and adapting to these challenges to ensure our sustainability practices align with the best standards and practices. Moreover, we have set targets in critical areas such as poverty eradication, energy, sustainable transport, health and population, and promoting full and productive employment. These targets serve as milestones on our journey towards sustainable development.

In conclusion, we remain committed to transparency, continuous improvement, and collaboration with our stakeholders. We value your support and engagement as we work together to create a better, more sustainable future.

Sincerely,
S. Gurunatha Reddy
Managing Director
Astra Microwave Products Ltd.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. S. Gurunatha Reddy Managing Director
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 Mr. S. Gurunatha Reddy Managing Director

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									

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.

While the Company has not carried out an independent audit of the policies, the policies are periodically reviewed as part of various management systems by the respective certification bodies auditors (EHS, ISO, AS, ISMS) and Internal Auditors. The policies relating to statutory compliance are reviewed by Internal Auditors, Statutory Auditors and Secretarial Auditors.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	Compliance (SEBI, ROC), Industry Overview, Corporate Governance, Knowledge enhancement,	100 %
Key Managerial Personnel	6	Compliance (SEBI, ROC), Industry Overview, Corporate Governance, Knowledge enhancement, Technical training	100 %
Employees other than BoD and KMPs	68	Health and safety, Technical training, Skill upgradation, management quality systems, General awareness etc	100 %
Workers	-	-	-

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

Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	Nil	Nil	Nil	Nil
Settlement	NA	Nil	Nil	Nil	Nil
Compounding fee	NA	Nil	Nil	Nil	Nil

Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	Nil	Nil	Nil
Punishment	NA	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

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.	<p>Yes, our organization diligently follows an anti-corruption and anti-bribery policy. We are firmly committed to maintaining ethical business practices, refusing to partake in abusive, corrupt, or anti-competitive activities. Our stern policy underscores the company's dedication to uphold integrity, promoting transparency, and deterring unlawful actions in all our operations and dealings.</p> <p>Weblink- https://website.astramp.com/admin/assets/uploads/reports/496612.02.2020_BRR_Policy.pdf</p>
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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.

NA

PRINCIPLE 2: Businesses Should Provide Goods and Services in A Manner that is Sustainable and Safe

Essential Indicators

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

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No, we do not have a procedure in place for sustainable sourcing.
b. If yes, what percentage of inputs were sourced sustainably?	NA
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	NA, due to the nature of our operations, which involve a significant amount of dealings with defence and government agencies, we currently do not engage in practices of product reclamation for purposes of reusing, recycling, or disposal. The sensitive nature of these sectors and the stringent regulations they uphold necessitates this approach.
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.	No, EPR is not applicable for our company.

PRINCIPLE 3: Businesses Should Respect and Promote the Well-Being of all Employees, Including those in their Value Chains

Essential Indicators

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

Category	% 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	1095	1095	100%	1095	100%	0	0%	0	0%	0	0%
Female	184	184	100%	184	100%	184	100%	0	0%	184	100%
Total	1279	1279	100%	1279	100%	184	100%	0	0%	184	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0%	Yes	100%	0%	Yes
Gratuity	100%	0%	Yes	100%	0%	Yes
ESI	100%	0%	Yes	100%	0%	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.	Yes, Company owned offices and premises are accessible to differently abled employees and workers, as per the requirement of the Rights of persons with disability act, 2016.
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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, We provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability. Web link- https://astramwp.com/contact-us/
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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	0%	0%	0%	0%
Female	100%	50%	0%	0%
Total	100%	50%	0%	0%

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)	Yes, we have mechanism to receive and redress grievances of employees and workers.
Permanent Workers	<p>Our organization has a well-defined Grievance Redressal mechanism in place to ensure that employee grievances are promptly addressed and resolved. The process for resolving grievances is as follows:</p> <ol style="list-style-type: none"> 1. Employees are encouraged to raise their grievances with their immediate superior. It is essential to promptly bring any concerns or issues to the attention of the superior. 2. In cases where the grievance involves the immediate superior, employees should directly approach the HR department to raise their concerns. This ensures an unbiased and impartial investigation and resolution process. 3. The immediate superior or HR representative responsible for handling the grievance will thoroughly investigate the matter and make reasonable efforts to resolve the issue within a time frame of approximately three working days. During this process, all discussions and actions taken will be diligently documented and submitted to the HR department. 4. If the employee remains dissatisfied with the response received from the immediate superior, they have the option to escalate the grievance by submitting a Grievance Form (Annexure - 17) to their next-level manager. The manager will conduct an investigation and strive to resolve the issue within a reasonable time period, also approximately three working days. Similar to the previous step, all discussions and relevant documentation will be carefully recorded and shared with the HR department. 5. In the event that the employee remains unsatisfied with the manager's response, they have the right to approach the HR department for further intervention. The HR team will conduct an impartial investigation, considering all perspectives, and provide a final resolution to the grievance. <p>By following this Grievance Redressal mechanism, we ensure that employee concerns are heard and addressed in a fair and efficient manner. It allows for an organized process to resolve grievances while maintaining transparency and documentation throughout the investigation and resolution phases.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union (D)	% (D / C)
Total Permanent Employees	1279	0	0 %	1233	0	0 %
-Male	1095	0	0 %	1060	0	0 %
-Female	184	0	0 %	173	0	0 %
Total Permanent Workers	-	-	-	-	-	-
-Male	-	-	-	-	-	-
-Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C /A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	1095	1095	100%	1095	100%	1060	1060	100%	1060	100%
Female	184	184	100%	184	100%	173	173	100%	173	100%
Total	1279	1279	100%	1279	100%	1233	1233	100%	1233	100%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1095	1095	100%	1060	1060	100%
Female	184	184	100%	173	173	100%
Total	1279	1279	100%	1233	1233	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>	<p>Yes, The company-owned facilities and offices have Occupational and health & safety management system implemented and on place.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>Evaluation of identified occupational health and safety (OHS) hazards and associated risks is conducted based on overriding factors and assessment criteria of significance scores. The process involves the following steps:</p> <ol style="list-style-type: none"> 1. Identification of significant hazards/risks: <ul style="list-style-type: none"> • The hazards identified for each work area are assessed against specific criteria and ratings. • Any hazard categorized under the ‘overriding factors, Potential Emergency’ is considered a significant hazard. • Hazards with a significance score falling under the “Unacceptable” and “Needs correction” categories (LXS Values between 5-25) are also considered significant hazards.
	<ol style="list-style-type: none"> 2. Post control evaluation of Hazard/Risks: <ul style="list-style-type: none"> • The evaluation of identified environmental aspects and impacts is based on the control measures implemented. • Similarly, the evaluation of identified OHS hazards and associated risks is conducted using overriding factors and assessment criteria of significance scores. • The significance scores are categorized into three categories: High, Medium, and Low, based on a predefined evaluation table. <p>By following this evaluation process, the entity can prioritize the management of significant hazards and risks. It ensures that appropriate control measures are implemented to mitigate or eliminate these hazards.</p>
<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Yes, We have Emergency Response Team (ERT) to follow during emergency and plan for the integration of incident management operations with local essential services.</p> <p>The key personnel of the ERT to provide and coordinate an effective response to ensure minimal disruption to business operations in the event of emergency. This Emergency Response Team (ERT) consisting of Rescue Team, First aiders, Observers, Fire fighters, Security staff and Communication lead by Security Officer in Shift.</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes, We have authorized outside agency for daily/weekly/ monthly health checkups of all Employees of factories.</p>

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The entity has implemented several measures to ensure a safe and healthy working environment. Firstly, there is a well-defined procedure in place to evaluate occupational health and safety (OHS) hazards and risks. This systematic evaluation helps identify potential risks and develop appropriate control measures. Moreover, the company emphasizes proper documentation and record-keeping, aligning with the requirements of Environmental Health and Safety Management System (EHSMS) documents. This ensures that relevant information related to safety measures, incidents, and corrective actions is recorded accurately and accessible when needed.

To maintain high safety standards, internal and external audits are conducted regularly throughout the year. These audits assess compliance with safety protocols, identify areas for improvement, and ensure ongoing adherence to safety regulations.

The company has also established EHS objectives and key performance indicators (KPIs) for each unit. These objectives and KPIs are regularly monitored to track progress and address any deviations from set targets. This proactive approach allows for continuous improvement and a focus on maintaining a safe working environment.

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

Particulars	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

No corrective action were required to address safety-related incidents and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

PRINCIPLE 4: Businesses Should Respect the Interests of and be Responsive to all its Stakeholders**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity.	Our stakeholder groups are those which are directly or indirectly impacted by the company or can impact our value creation in the short, medium or long term. We believe in building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value. In line with its business model, the Company has identified stakeholder group.
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2. List stakeholder groups identified as key for your entity and the frequency

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
Community	Yes	Email, Calls, Direct contact, Communicating through Astra foundation, Directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects
Shareholders	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Employees	No	Direct contact, HR Connect, Email, SMS, Calls	Daily	To inform employees on key developments within the Company; to involve employees in decision making and aligning them to the shared purpose of the Company's Vision, Values and business strategy; to invigorate employees and enable delivery of the employee promise
Vendors/suppliers	No	Email, SMS, Website, other physical and digital channels	Frequent or as and when required	Business services and increase scope for further expansion
Industry bodies Regulators	No	Email, personal meetings, calls	As and when required	Discussions on policy regulations and amendments, inspections, and approvals
Government; NGOs; Local Communities, media, Industry analyst, Society at large	Yes	Email, Calls, Direct contact, Communicating through Astra foundation, Directly communicate the Government; NGOs; Local Communities, media, Industry analyst, Society	Frequent or as and when required	Support CSR projects

Customers	No	Direct contact, Email, SMS, Newspaper, Pamphlets, Advertisement, Website	Frequent or as and when required	Product quality / technical complaints/delay Deliveries
Investors	No	Investor Conference Call, Email, Website, AGM, Communication to stock exchanges, annual / quarterly calls, Newspaper Advertisements	Frequent or as and when required	To inform about current and future plan
Industry peers	No	Email, personal meetings, calls	As and when required	Discussions on policy regulations and amendments, inspections, and approvals

PRINCIPLE 5: Businesses Should Respect and Promote Human Rights

Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	1279	1279	100%	1233	1233	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	1279	1279	100%	1233	1233	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1279	0	0%	1279	100%	1233	0	0%	1233	100%
Male	1095	0	0%	1095	100%	1060	0	0%	1060	100%
Female	184	0	0%	184	100%	173	0	0%	173	100%
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	5	5,00,000	1	5,00,000
Key Managerial Personnel	2	5,00,000	0	0
Employees other than BOD and KMP	1095	4,50,000	184	4,00,000
Workers	0	0	0	0

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	Yes
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.	Yes, We have a grievance redressal mechanism in place to address human rights-related concerns. Employees are encouraged to promptly raise grievances to their immediate superior. If the grievance involves the superior, employees can directly approach HR. The superior will investigate and aim to resolve the issue within approximately 3 working days, documenting all discussions and submitting documentation to HR. If dissatisfied with the superior's response, the employee can submit a Grievance Form to their next-level manager, who will investigate and attempt resolution within a similar timeframe. The manager should document all discussions and submit documentation to HR. If still dissatisfied, the employee can approach HR for an impartial investigation and final resolution.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	To ensure the confidentiality and privacy of individuals involved in discrimination and harassment cases, all discussions regarding raised grievances are treated with the utmost confidentiality. Information related to the complaints is shared only on a need-to-know basis to prevent any adverse consequences to the complainant. We understand the sensitivity and potential impact of such cases, and therefore, we maintain strict confidentiality to protect the rights and well-being of the individuals involved. By upholding confidentiality, we create a safe and supportive environment where individuals feel comfortable coming forward with their concerns, knowing that their privacy will be respected throughout the resolution process.
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes, Human rights requirement form part of our business agreement and contracts.

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Nil
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PRINCIPLE 6: Businesses Should Respect and Make Efforts to Protect and Restore the Environment

Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)- in Gigajoules	17,606.44	15,631.47
Total fuel consumption (B))- in Gigajoules	756.71	870.64
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C))- in Gigajoules	18,363.15	16,502.10
Energy intensity per rupee of turnover (Total energy consumption in Gigajoules/turnover in rupees in Lakhs)	0.226	0.222
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

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.	No, PAT Scheme is not applicable for the company.
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3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	20	15
(ii) Groundwater	23,977	22,281
(iii) Third party water	1,224	1,440
(iv) Seawater / desalinated water	0	0
(v) Others-Drinking water	82.04	93.56
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	25,303.04	23,814.56
Total volume of water consumption (in kilolitres)	24,823.04	23,354.56
Water intensity per rupee of turnover (Water consumed / turnover in lakhs)	0.305	0.315
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency: No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Yes, we have zero liquid discharge installed at some of our sites.
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5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox*	mg/nm ³	57.24	66.90
Sox*	mg/nm ³	47.33	50.02
Particulate matter (PM)*	mg/nm ³	33.95	34.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Carbon Monoxide*	Microgram per cubic metre	0.19	0.16
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			Yes, The evaluation of other emissions were conducted by Care Labs.

* Average of total other emission from all the company owned locations

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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 tonnes of CO ₂ equivalent	1,188.03	1,493.59
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 tonnes of CO ₂ equivalent	2,831.52	2,419.70
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per lakhs of turnover	0.049	0.053
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

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	<p>Yes, indeed, our company is actively involved in numerous projects aimed at reducing Greenhouse Gas (GHG) emissions.</p> <p>One of our significant initiatives in this regard is the installation of solar power plants at our various office locations and manufacturing plants. To date, we have installed nearly 1 MW of solar panels, a move that has not only made our operations more sustainable but also reduced our reliance on non-renewable energy sources.</p> <p>In addition, we are staunch supporters of green plantation initiatives. In collaboration with the Telangana Haritha Haram program, we have been able to plant numerous trees and increase the green cover in our vicinity. Moreover, we are also committed to promoting greenery within our company premises.</p> <p>To further reduce our carbon footprint, we offer a common bus facility for employee transportation. By doing so, we aim to limit the number of individual vehicles on the road, thereby decreasing the emission of GHGs.</p> <p>We believe that these steps, taken together, contribute significantly to the fight against climate change and are in alignment with our commitment to environmental sustainability.</p> <p>Top of Form</p>
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8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.39	0.69
E-waste (B)	0.44	1.37
Bio-medical waste (C)	0.0001	0
Construction and demolition waste (D)	0	0
Battery waste (E)	2.44	1.72
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.18	0.32
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8.38	0.87

Other office generated waste	0.2	0.2
Shredding paper	0	0.67
Packaging wood	3.18	0
Iron and Aluminum	5	0
Total (A+B + C + D + E + F + G + H)	13.83	4.97
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	13.74	4.89
Total	13.74	4.89
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

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

Our company maintains a comprehensive waste management practice at all of our plants and offices. We firmly believe that responsible waste management is an essential aspect of environmental sustainability and corporate responsibility.

The waste generated at our facilities is carefully monitored and recorded. We then entrust it to certified vendors who specialize in proper waste management. These vendors comply with all regulatory requirements and use environmentally friendly techniques to dispose of or recycle the waste, ensuring minimal environmental impact.

Moreover, we have specific protocols in place for managing electronic waste (e-waste) and hazardous waste, which are typically more complex to handle. Just as with general waste, we collaborate with specialized, certified vendors to ensure proper disposal or recycling of these waste types.

These vendors are rigorously chosen to ensure they follow the most up-to-date and stringent standards for waste handling. This ensures that our e-waste and hazardous waste are dealt with in a manner that prioritizes both environmental and human safety.

In conclusion, through careful monitoring and collaboration with certified waste management vendors, we ensure that our waste, whether general, e-waste, or hazardous, is handled in the most environmentally conscious manner possible.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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

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

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

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

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
We are compliant to all applicable environmental law/ regulation/ guidelines in India.				

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. 8
- 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	Electronics and Computer Software Export Promotion Council	National
2	Andhra Chamber of Commerce	State
3	Confederation of Indian Industry	National
4	Electronics Industries Association of India	National
5	ASSOCHEM	National
6	Indian Space Association	National
7	Society of Indian Defence Manufacturers	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.

Name of authority	Brief of the case	Corrective action taken
NA		

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
NA					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	43.81%	57.06%
Sourced directly from within the district and neighbouring districts	10.47%	14.59%

PRINCIPLE 9: Businesses Should Engage With and Provide Value to their Consumers in a Responsible Manner**Essential Indicators**

<p>1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</p>	<p>The Company does not have any specific consumer products except for electronics for Defence and Space use. The Company collects formal feedback from clients/customer annually as per the Company's Standard Practice.</p> <p>The mechanisms for receiving customer complaints are through email, letter, fax, website portal and verbal communication directly to project management teams. The customers can also lodge complaint through the phone and email address provided on the Company website.</p> <p>Our objective is to guarantee utmost satisfaction to our customers through our robust grievance redressal mechanism.</p>
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2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

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

Particulars	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
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:

Particulars	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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 have a framework on cyber security and risks related to data privacy. The same is hosted on the intranet 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.	Nil

For and on behalf of the Board of Directors

S. Gurunatha Reddy
Managing Director
DIN: 00003828

M.V.Reddy
Joint Managing Director
DIN: 00421401

Place: Hyderabad
Date: July 14, 2023