

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[Regulation 34(2)(f)]

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L31300MH1946PLC005017	
2.	<b>Name of the Listed Entity</b>	Bharat Bijlee Limited	
3.	<b>Year of incorporation</b>	1946	
4.	<b>Registered office address</b>	Electric Mansion, 6th Floor, Appasaheb Marathe Marg, Prabhadevi, Mumbai 40025	
5.	<b>Corporate address</b>	Electric Mansion, 6th Floor, Appasaheb Marathe Marg, Prabhadevi, Mumbai 40025	
6.	<b>E-mail</b>	bblcorporate@bharatbijlee.com	
7.	<b>Telephone</b>	24306237	
8.	<b>Website</b>	<a href="https://www.bharatbijlee.com/">https://www.bharatbijlee.com/</a>	
9.	<b>Financial year for which reporting is being done</b>	2022-2023	
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	<b>Name of the Exchange</b>	<b>Stock Code</b>
		NSE	BBL
		BSE	503960
11.	<b>Paid-up Capital</b>	INR 5,65,15,600	
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Durgesh N. Nagarkar durgesh.nagarkar@bharatbijlee.com 022 24306237	
13.	<b>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).</b>	The disclosures made under this report are made on a standalone basis for Bharat Bijlee Limited (BBL).	

#### 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.	The company has two primary business segments: Power Systems that comprise Transformers and Projects divisions, and Industrial Systems segment comprising Electric Motors, Drives & Industrial Automation and Magnet Technology Machines	Electrical engineering	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	Motors	27103	46.98%
2	Transformers	27102	40.79%
3	Magnet Technology Machines	27900	3.66%
4	Servo Motors	27900	0.52%
5	Drives	27900	1.70%

**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	1	15	16
International		Nil	

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

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

The contribution of exports as a percentage of the total turnover of the entity is 1.75%.

**c. A brief on types of customer**

The Company has two operating segments, namely, Power and Industrial Segment. The type of customers varies across these segments, ranging from large Government companies to Original Equipment Manufacturers and Industrial Customers etc.

**IV. Employees**
**18. 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	592	520	87.84%	72	12.16%
2.	Other than Permanent (E)	18	17	94.44%	1	5.56%
3.	<b>Total employees (D + E)</b>	610	537	88.03%	73	11.97%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>WORKERS</b>						
4.	Permanent (F)	418	417	99.76%	1	0.24%
5.	Other than Permanent (G)	680	678	99.71%	2	0.29%
6.	<b>Total workers (F + G)</b>	1098	1095	99.72%	3	0.27%

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

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%		
3.	<b>Total differently abled employees (D + E)</b>	0	2	100%		

<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0.00%
5.	Other than permanent (G)	1	1	100%		
6.	<b>Total differently abled workers (F + G)</b>	1	1	100%		

**19. 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	5	0	0.00%

**20. Turnover rate for permanent employees and workers**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	16.59	15.28	15.93	12.31	16.22	14.26	6.33	5.19	5.76
<b>Permanent Workers</b>	1.54	0	0.77	1.92	0	0.96	3.72	0	1.86

**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)
Not Applicable. The company does not have any holding/ subsidiary/ associate companies/ joint ventures.				

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

(ii) Turnover (in Rs.) – INR 14, 47.56 Cr.

(iii) Net worth (in Rs.) – INR 5,76,99,31,422

**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)	FY 2022-23			FY 2021-22		
		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
	<i>(If Yes, then provide web-link for grievance redress policy)*</i>						
Communities	Yes, a register is maintained at the factory gate for any member of society to put up their grievance.	0	0	Nil	0	0	Nil
Investors (Other than shareholders)	NA						
Shareholders	SEBI mechanism is being followed	3	0	Nil	2	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23			FY 2021-22		
		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
	<i>(If Yes, then provide web-link for grievance redress policy)*</i>						
Customers	We have a dedicated Service line system where in customer can raise a complaint on the phone numbers and emails provided.	9271	517	Most of the issues received are with regards to the servicing of products.	7983	476	Most of the issues received are with regards to the servicing of products.
Value Chain Partners	Yes	0	0	Based on Vendor Perception survey done once in a year.	0	0	Based on Vendor Perception survey done once in a year.
Other (please specify)		NA					

\* A grievance redressal policy is maintained on the Intranet of the company.

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

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.	Regulatory Compliance	Risk	The company must comply with safety standards and regulations specific to its industry and the markets in which it operates. Failure to meet these requirements can result in penalties, fines, recalls, and even product bans. Non-compliance not only poses legal risks but also undermines consumer trust and loyalty.	BBL is committed in strengthening regulatory monitoring mechanism in key markets and incorporating the same internally by the way of its policies, procedures and guidelines.	Negative

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)
2.	Employee health & safety	Opportunity	Prioritizing employee health and safety helps reduce workplace accidents, injuries, and illnesses, leading to decreased absenteeism and improved productivity levels. A healthy and safe workforce can contribute to higher efficiency, quality, and overall organizational performance.	<p>BBL has adopted certain tools and mechanism to ensure employee health and safety such as:</p> <ul style="list-style-type: none"> <li>• Trainings and awareness sessions</li> <li>• Hazard identification &amp; Risk assessment (HIRA)</li> <li>• ISO 45001:2018 certification</li> <li>• Medical insurance</li> <li>• Personal protective equipment (PPE)</li> </ul>	Positive
3.	Supply chain	Risk	Relying on a limited number of suppliers or a single source for critical inputs or components increases the risk of supply disruptions. Events such as natural disasters, supplier bankruptcies, trade disputes, or political instability can disrupt the supply chain and lead to shortages or delays in the delivery of essential materials, impacting production and customer satisfaction.	Company's supply chain partners go through a rigorous onboarding process and an evaluation process. They are also bound by terms of agreement once they are on boarded.	Negative

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)
4.	Product responsibility	Opportunity	Adopting ways and measures to ensure top quality products and services highlights the company's commitment towards wellbeing of its consumers and increases the good will in the market.	<p>BBL prioritizes product safety and quality throughout the entire product lifecycle. This includes robust product testing, quality control processes, clear labeling, adequate warnings and instructions, and ongoing monitoring of product performance.</p> <p>Company conducts a life cycle assessment for its 5 major services and implements actions to mitigate the risk identified from such assessments.</p>	Positive
5.	Waste management	Opportunity	Disposal of waste in the prescribed manner and in accordance with the available statutes would highlight the company's commitment towards improving environment preservation.	<p>The company has a waste management system in place to regulate the waste generation and disposal among other things.</p> <p>BBL strives to come up with innovative ideas to reduce its waste generation and make its activities more sustainable.</p>	Positive
6.	GHG Emissions		High levels of GHG emissions can tarnish company's reputation, leading to decreased consumer trust, divestment campaigns, and difficulty attracting top talent.	The company has adopted certain measures to reduce their GHG emissions. The same is mentioned under Principle 6 of this report.	Negative

**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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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, most of the policies have been approved by the Board. The policies pertaining to local legislations and systems are approved by relevant senior management personnel.								
c. Web Link of the Policies, if available	<p>All the SEBI mandated policies could be found at <a href="https://www.bharatbijlee.com/company/investor-relations/policies/">https://www.bharatbijlee.com/company/investor-relations/policies/</a></p> <ol style="list-style-type: none"> <li>1. Whistleblower Policy- <a href="https://www.bharatbijlee.com/media/15062/bbl_whistle-blower-policy.pdf">https://www.bharatbijlee.com/media/15062/bbl_whistle-blower-policy.pdf</a>   P1, P5</li> <li>2. CSR Policy- <a href="https://www.bharatbijlee.com/media/19986/bbl_csr-policy_11032021.pdf">https://www.bharatbijlee.com/media/19986/bbl_csr-policy_11032021.pdf</a>   P4, P8</li> <li>3. Policy on Related Party Transactions- <a href="https://www.bharatbijlee.com/media/21035/bbl_related-party-transactions-policy.pdf">https://www.bharatbijlee.com/media/21035/bbl_related-party-transactions-policy.pdf</a>   P1, P4, P7</li> <li>4. EOHS Policy- <a href="https://www.bharatbijlee.com/company/investor-relations/policies/eohs-policy/">https://www.bharatbijlee.com/company/investor-relations/policies/eohs-policy/</a>   P2, P6, P9</li> <li>5. Familiarization Programme for Independent Directors- <a href="https://www.bharatbijlee.com/media/13462/familiarisation-programme-for-independent-directors.pdf">https://www.bharatbijlee.com/media/13462/familiarisation-programme-for-independent-directors.pdf</a>   P1</li> <li>6. Archival Policy- <a href="https://www.bharatbijlee.com/media/1203/bbl_archival_policy_lodr_2015.pdf">https://www.bharatbijlee.com/media/1203/bbl_archival_policy_lodr_2015.pdf</a>   P1</li> <li>7. Policy on determination of materiality of events- <a href="https://www.bharatbijlee.com/media/16304/bbl_policy-on-determination-of-materiality-of-events.pdf">https://www.bharatbijlee.com/media/16304/bbl_policy-on-determination-of-materiality-of-events.pdf</a>   P1, P4</li> <li>8. Policy on preservation of documents- <a href="https://www.bharatbijlee.com/media/1205/bbl_policy_on_preservation_of_documents_lodr_2016.pdf">https://www.bharatbijlee.com/media/1205/bbl_policy_on_preservation_of_documents_lodr_2016.pdf</a>   P1</li> <li>9. Risk management policy- <a href="https://www.bharatbijlee.com/media/1206/bbl_risk-management-policy_04082021.pdf">https://www.bharatbijlee.com/media/1206/bbl_risk-management-policy_04082021.pdf</a>   P1, P2</li> <li>10. Policy on board diversity- <a href="https://www.bharatbijlee.com/media/1207/policy-on-board-diversity.pdf">https://www.bharatbijlee.com/media/1207/policy-on-board-diversity.pdf</a>   P1, P8</li> <li>11. Nomination and Remuneration policy- <a href="https://www.bharatbijlee.com/media/1208/bbl_nomination-and-remuneration-policy_27052021.pdf">https://www.bharatbijlee.com/media/1208/bbl_nomination-and-remuneration-policy_27052021.pdf</a>   P3, P4</li> <li>12. Policy and Procedure for Enquiry in Case of Leak of UPSI or Suspected Leak of UPSI- <a href="https://www.bharatbijlee.com/media/16061/bbl_policy-on-leak-on-upsi-pit-regulations-2015_01042019.pdf">https://www.bharatbijlee.com/media/16061/bbl_policy-on-leak-on-upsi-pit-regulations-2015_01042019.pdf</a>   P1</li> <li>13. Dividend distribution policy- <a href="https://www.bharatbijlee.com/media/20440/bbl_div-dist-policy_04082021.pdf">https://www.bharatbijlee.com/media/20440/bbl_div-dist-policy_04082021.pdf</a>   P3, P4</li> </ol> <p>Additionally, the company maintains certain other policies such as, IT Policy and Grievance redressal policy, available on the Intranet and the same is accessible to all its employees.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, the value chain partners at BBL are bound by agreements. However, the company will look at the relevance of extending the policies to our value chain partners and take it up accordingly.								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO: 9001:2015-   P1, P8, P9- Specifies requirements for a quality management system. ISO: 14001:2015   P2, P6- Specifies the requirements for an environmental management system. ISO 45001:2018   P3, P5 - Specifies requirements for an occupational health and safety (OH&S) management system.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	In its ESG Journey, BBL looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p><i>Refer to the start of the report for our director's statement.</i></p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Nikhil J. Danani Vice Chairman and Managing Director T.N: +91 22 2430 6237 Email: bblcorporate@bharatbijlee.com</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
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.	The Company has a committee each for CSR, Sexual Harassment of Women at the Workplace. For the other policies, the Company has adequate internal control on their review and implementation.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable. The periodicity of these reviews is annual, once in every two to three years or whenever an update is required due to change in applicable laws.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No major non-compliance. Operational issues are being addressed on an 'ongoing basis' as and when identified.  The Company monitors and completes the compliances on timely basis.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	Operationalization and effectiveness of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.																	

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

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

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	0	Nil	0
Key Managerial Personnel	4	<ul style="list-style-type: none"> <li>• Skill upgradation</li> <li>• Behavioural training</li> </ul>	50%
Employees other than BoD and KMPs	12	<ul style="list-style-type: none"> <li>• Electrical safety Training</li> <li>• Electrical safety Awareness</li> <li>• ISO Training</li> <li>• POSH Training</li> <li>• Skill Upgradation</li> <li>• Customer complaint Training</li> </ul>	65%
Workers	52	<ul style="list-style-type: none"> <li>• Safe working practices</li> <li>• Material Handling</li> <li>• Environment management</li> <li>• Constructive leadership</li> <li>• Team building</li> <li>• Stress Management</li> <li>• Electrical Safety</li> </ul>	50.45%

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

Monetary					
	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	Nil				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	Nil				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable since the answer to Question 2 is Nil.	

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.

Bharat Bijlee Limited (BBL) undertakes the highest standards of corporate governance and believes that without business ethics, governance stands bereft of a well-reasoned rational.

The company's Code of conduct for Directors and Senior Management is adopted by the Board of Directors of BBL to encourage and promote an honest and ethical conduct and comply with all applicable laws, rules, regulations and standards. The aspects of anti-bribery and anti-corruption forms a part of company's code of conduct.

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

	FY 2022-23	FY 2021-22
Directors	Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/KMPs/Employees/ Workers in the reporting year.	
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil. No complaints were received in relation to issues of conflict of interest against any of our Directors or KMPs in the reporting year and in the year before that.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

**7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable since there were no such complaints raised in the reporting year.

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

Total number of awareness programmes held	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
7	<ul style="list-style-type: none"> <li>• Health &amp; Safety Training</li> <li>• Waste management</li> <li>• Energy and water conservation</li> <li>• Emergency preparedness</li> <li>• Electrical safety</li> <li>• EOHS management system</li> </ul>	100%

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

The aspects of conflict of interest involving the Board is covered in detail under the company's policy on Code of Conduct for Board members and senior management. It explains the concept of conflict of interest and lists down the activities that the directors and senior management personnel are expected to avoid.

Link- [https://www.bharatbijlee.com/media/13550/bbl\\_code\\_of\\_conduct\\_for\\_board\\_members\\_final\\_11112014.pdf](https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf)

**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.**

	FY 2022-23	FY 2021-22	Details of improvements in the environmental and social impacts
R&D	Nil		
Capex	9.68%	10.11%	The improvements made are as follows: <ul style="list-style-type: none"> <li>• Design optimization to reduce material content</li> <li>• CNC Machine replaces conventional machine thereby reducing rejections &amp; power consumption and improving overall productivity</li> </ul>

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

Yes, products and services procured by the company are only procured from business partners/suppliers that are carefully selected through a rigorous onboarding process and due diligence. New vendors go through an intensive evaluation before the company onboards them. The vendors are supposed to fill a vendor due diligence form and preference is given to the ones that are ISO 14001/ISO 45001 certified. ISO 14001 is an international standard for designing and implementing an environmental management system (EMS) and ISO 45001 specifies requirements for an occupational health and safety (OH&S) management system. BBL's key suppliers of CRGO/Copper /Oils that constitute almost 80% of annual procurement value are ISO14001/ISO45001 certified.

The vendors onboarded for chemical related product (example: Coated steel, Paints, Resins, Varnish, Copper wire etc.) are required to be compliant with the Restriction of Hazardous Substances Directive (RoHS).

Further, the company's finished products are stored in vendor managed warehouses which are environmental friendly i.e. the material handling equipment used are zero carbon emission as they are battery operated.

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

The company is committed towards ensuring the efficacy in procurement of goods and the suppliers are asked to adhere to the SOP of the Company including guidelines as defined in various statute. BBL's key suppliers of CRGO/ Copper /Oils that constitute almost 80% of annual procurement value are ISO 14001/ISO 45001 certified.

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

The End life disposal procedures are a part of product brochure. The disposal signs are being marked on the products to guide the end user for disposal methods & applicable areas. Product end life assessment is also done for products and environmental impact is mapped.

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

Yes, EPR is applicable to the company's activities and the registration for the same is applied with the Central Pollution Control Board (CPCB). The company has prepared a collection plan and has received potential targets. Further, action plan is prepared & submitted to meet the targets for EPR.

**Leadership Indicators**

1. **Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
27103	Motors	46.98%	Cradle to grave	No, Internally	Yes, In Product brochures
27102	Transformers	40.79%	Cradle to grave	No, Internally	Yes, In Product brochures
27900	Magnet Technology Machines	3.66%	Cradle to grave	No, Internally	Yes, In Product brochures
27900	Servo Motors	0.52%	Cradle to grave	No, Internally	Yes, In Product brochures
27900	Drives	1.70%	Cradle to grave	No, Internally	Yes, In Product brochures

The Company has conducted LCA for its 5 leading products. The LCA model for Company represents a cradle to-Grave system. The cradle to grave Life Cycle Assessment (LCA) model is a comprehensive approach that evaluates the environmental impacts and resource consumption associated with a product or system throughout its entire life cycle. It takes into account all stages, starting from the extraction of raw materials, through manufacturing, distribution, use, and ultimately to the product's disposal or end-of-life. At BBL, the services go through an aspect impact study where aspects such as procurement, transportation, manufacturing process, waste generation, waste disposal etc. are analysed and a significant rating is done.

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same**

Name of Product/ Service	Description of the risk/ concern	Action Taken
Motors	Waste generation	<ul style="list-style-type: none"> <li>• Metal waste is given to the authorized vendor for recycling</li> <li>• We try to procure more environment friendly material for production</li> <li>• We display disposal methods are in the product brochure</li> </ul>
Transformers		
Magnet Technology Machines		
Servo Motors		
Drives		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Steel and steel plates/ Copper/ Aluminum	80%	Data not available for the year 21-22.

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		10 MT	0		9.2 MT	Nil
E-waste	Nil	1 MT	0	Nil	1.2 MT	Nil
Hazardous Waste		38 MT	36 MT		31 MT	33 MT
Other waste		501.99 MT	Nil		585.4 MT	Nil

\*\* MT= Metric tonnes

\*\* Other waste includes packing wood, metal scraps and cardboard boxes.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
	Nil

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

#### Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	520	520	100%	520	100%	0	0%	0	0	0	0
Female	72	72	100%	72	100%	72	100%	0	0	72	100%
<b>Total</b>	<b>592</b>	<b>592</b>	<b>100%</b>	<b>592</b>	<b>100%</b>	<b>72</b>	<b>12.16%</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>12.16%</b>
<b>Other than Permanent Employees</b>											
Male	17	0	0	17	100%	0	0%	0	0	0	100%
Female	1	0	0	1	100%	1	100%	0	0	1	100%
<b>Total</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>100%</b>	<b>1</b>	<b>5.5%</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5.5%</b>

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

% of workers covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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)
<b>Permanent Workers</b>											
Male	417	417	100%	417	100%	0	0	0	0	0	0
Female	1	1	100%	1	100%	1	100%	0	0	1	100%
<b>Total</b>	<b>418</b>	<b>418</b>	<b>100%</b>	<b>418</b>	<b>100%</b>	<b>1</b>	<b>0.23%</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0.23%</b>
<b>Other than Permanent Workers</b>											
Male	678	678	100%	678	100%	0	0	0	0	0	0
Female	2	2	100%	2	100%	0	0	0	0	0	0
<b>Total</b>	<b>680</b>	<b>680</b>	<b>100%</b>	<b>680</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Benefits	FY 2022-23			FY 2021-22		
	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes (Deposited)	100%	100%	Yes (Deposited)
ESI	100%	62%	Yes	100%	60%	Yes

Benefits	FY 2022-23			FY 2021-22		
	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.)
Family Pension Fund	100%	100%	Yes	100%	100%	Yes
NPS	100%	7%	Yes	NA		

**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.

BBL believes that ensuring accessibility in the workplace promotes inclusivity and diversity. By accommodating individuals with disabilities, our company create an environment where everyone has equal opportunities to participate and contribute. This fosters a culture of respect, equality, and diversity, leading to better teamwork, employee morale, and overall productivity. In furtherance of the same, the company provides stairs, walk ways, ramps, elevators & separate wash rooms in the premises for differently abled employees and visitors.

**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.**

Equal opportunity in the workplace is crucial for fostering fairness, diversity, and inclusion. It attracts and retains top talent, improves organizational performance, complies with legal and ethical obligations, and enhances the company's reputation. By creating a level playing field for all employees, organizations can create a work environment where individuals can thrive, contribute their best, and reach their full potential. In line with this, BBL has enshrined the aspect of equal opportunity in its HR Policy manual and is committed to treating job applicants and employees equally irrespective of color, creed, race, nationality or ethnic origin, sex, marital status, disability or age.

Additionally, The Employee Code of Conduct Policy guides employees in ensuring honest and ethical conduct, maintaining a corporate climate in which the integrity and dignity of each individual is valued and promoted, and ensuring compliance with laws, rules and regulations that govern the Organization's business activities.

Link: The policies are available on company's intranet and is available to all its employees.

**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	Nil			
Female	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%

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

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

The importance of grievance redressal in an organization cannot be overstated. A well-functioning grievance redressal system ensures that employees have a fair and effective mechanism to address their concerns, conflicts, and grievances. It provides a platform for employees to voice their grievances, which is crucial for maintaining a positive work environment and fostering employee satisfaction and well-being. By promptly and transparently addressing grievances, organizations demonstrate their commitment to fair treatment, respect, and employee rights. This, in turn, helps in building trust, enhancing employee morale, and reducing workplace conflicts. Overall, a robust grievance redressal system is an essential component of organizational success, employee engagement, and maintaining a harmonious work culture.

At BBL, we take the reporting and resolution of grievances very seriously. In furtherance to the same, we have works committee to discuss and address the grievances and other related issues of our employees and workers. Additionally, for management Staff a detailed Grievance Redressal Policy with a built in mechanism including the details of grievance committee exists. This policy is available on company's intranet and is available to all its employees.

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

Category	FY 2022-23			FY 2021-22		
	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)
<b>Total Permanent Employees</b>	Nil					
Male						
Female						
<b>Total Permanent Worker</b>	418	362	86.6%	362	362	100%
Male	417	362	86.9%	362	362	100%
Female	1	1	100%	0	0	0

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

Category	FY 2022-23					FY 2021-22				
	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)
<b>Employees</b>										
Male	537	198	36.87%	269	50.09%	469	30	6.40%	237	50.53%
Female	73	22	30.13%	22	30.13%	67	4	5.9%	16	23.89%
<b>Total</b>	<b>610</b>	<b>216</b>	<b>35.40%</b>	<b>289</b>	<b>47.38%</b>	<b>536</b>	<b>34</b>	<b>6.34%</b>	<b>253</b>	<b>47.20%</b>
<b>Workers</b>										
Male	1095	780	71.23%	232	21.19%	905	312	34.48%	0	0
Female	3	3	100%	2	66.67%	0	0	0	0	0
<b>Total</b>	<b>1098</b>	<b>783</b>	<b>71.31%</b>	<b>242</b>	<b>22.04%</b>	<b>905</b>	<b>312</b>	<b>34.48%</b>	<b>0</b>	<b>0</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	537	454	84.54%	469	469	100%
Female	73	64	87.68%	67	67	100%
<b>Total</b>	<b>610</b>	<b>518</b>	<b>84.91%</b>	<b>536</b>	<b>536</b>	<b>100%</b>
<b>Workers</b>						
Male	1096	680	62.04%	905	543	60%
Female	2	2	100%	0	0	0
<b>Total</b>	<b>1098</b>	<b>682</b>	<b>62.11%</b>	<b>905</b>	<b>543</b>	<b>60%</b>

**10. Health and safety management system:**

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

A strong occupational health and safety management system encourages a proactive approach towards identifying and mitigating workplace hazards, promoting preventive measures, and continuously improving health and safety practices.

The company has a well-defined occupational health & management system in place and its facility at Airoli, Navi Mumbai is ISO 45001 OHSMS (Occupational Health and Safety Management System) certified. Further, Safety & Occupational Health Policy is implemented in BBL and its premises have been provided with adequate fire equipment. BBL also has a safety system provided in all its projects with a dedicated safety resource.

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

Risk assessment is a crucial process in identifying and evaluating potential hazards and risks within an organization. It involves systematically examining activities, processes, and operations to determine the likelihood and potential impact of various risks. By conducting a thorough risk assessment, the company proactively identifies areas of concern, understand the potential consequences of different risks, and develop strategies to mitigate them effectively.

At BBL, Hazard identification & Risk assessment (HIRA) is conducted as per risk assessment procedures designed & developed by the company. The all routine and non-routine activities are assessed for HIRA and are then categorized as acceptable and non-acceptable Hazards.

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

Yes, the workers, through safety committee meetings, can report work related hazards. All the work hazards reported are monitored and actioned upon through the Safety Committee. The workers are encouraged to report near miss incidents by reporting unsafe conditions & unsafe actions.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)** Yes. BBL provides mediclaim policy to all its employees and workers and the same covers self/spouse and 2 children.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2.51	2.19
Total recordable work-related injuries	Employees	0	0
	Workers	5	3
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.**

Ensuring a safe and healthy work environment is essential for ethical, practical, and legal reasons. It enhances employee well-being, productivity, and engagement, while also safeguarding the organization from potential liabilities. Prioritizing workplace safety is a win-win situation that benefits both employees and the organization as a whole.

The company has established and enforced robust health and safety policies and procedures that comply with relevant laws and regulations. This includes conducting regular risk assessments for new and existing activities to identify potential hazards and taking proactive steps to mitigate them. It provides comprehensive training and education programs for employees on safety protocols, emergency procedures, and proper use of equipment and machinery and conducts regular inspections and maintenance of workplace facilities, equipment etc. by way of regular internal safety audits, yearly electrical safety audits and safety audits by external agencies. Additionally, it promotes a culture of open communication and reporting, where employees feel comfortable reporting incidents, near misses, and potential hazards by creating designated safety committees. The company also has provision of Personal Protective Equipment (PPE) for employees and contractors, contractor management system, work permit system, Lock out Tag out for working on energised equipment and engineering controls provided on high risk activities.

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

	FY 2022-23			FY 2021-22		
	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	6	6	Nil	4	4	Nil
Health & Safety	45	5	In progress	36	5	In progress

**14. Assessments for the year:**

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

\*\* BBL's facility at Airoli, Navi Mumbai is ISO 45001 certified.

**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.**

Further to the assessments of health & safety practices and working conditions, provision of fire alarm system for critical installation, safety induction modules for visitors and elimination of fall hazards in relevant processes are work in progress.

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

Yes, Personal Accident Cover policy and Term Life policy has been provided for workers & Personal Accident coverage has been provided for Employees.

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

We have the following measures to ensure that statutory dues have been deducted and deposited by the value chain partners:

- 1) Standard Operating Procedure (SOP) for Contract Labour Management
- 2) We ensure the concerned contractor has all legal compliances registration such as Employee Provident Fund (EPF) & Employees' State Insurance Scheme (ESIS) etc.
- 3) We have system to check and confirm the compliances of Minimum wages, ESI& EPF remittance on monthly basis.

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

	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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil			
Workers	Nil			

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

No, the company currently does not provide transition assistance programs. However, the relevance of same shall be assessed in the upcoming year and taken up accordingly.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	30%
Working Conditions	30%

\*\* BBL team conducts yearly audits for its value chain partners on the grounds of quality, safety and environment and a rating is provided on the basis of results.

**6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

- Training & awareness to the all contractors involved in high risk activities
- Risk assessment
- PPE's availability
- SOPs

**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 process of stakeholder engagement involves identifying key internal and external stakeholders followed by analyzing the impact of each stakeholder groups on our business and vice versa. Based on the exercise carried out, we prioritized our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organization strategy.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors (other than shareholders)	NA			
Shareholders	No	All of the above	Quarterly	Company Financials.
Employees	No	Meetings, Notice boards, Email, SMS, Internal Employee Portal, Website, House Magazine, WhatsApp	Frequently, need based	Health information, Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness (both psychological and physical).
Workmen	No	Meetings, Notice boards, Email, SMS	Quarterly	Safety at work place, Discipline, Financial Planning, Employee wellbeing.
Value Chain Partners	No	Email, SMS, WhatsApp, phone calls, online meetings, physical meetings.	Quarterly	For Quarterly rate settlements, development of product or issues in supplies.
Community	Yes	Newspaper, Website, Pamphlets, Advertisements	Ongoing	Community development and Financial inclusion.
Regulatory Bodies	No	Website, Newspaper, Email	Need based	Fair and ethical business practices and Transparency in disclosures.
Customers	No	Website, Newspaper, Email, SMS, Pamphlets	Ongoing	Product pricing, Customer relationship management, Innovation, Transparency.

**Leadership Indicators**

1. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

BBL currently does not consult with its stakeholder to identify and manage environmental and social topics. However, the company is committed to incorporating this mechanism in the upcoming financial year as per requirements.

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

Nil.

**PRINCIPLE 5: Businesses should respect and promote human rights.**

**Essentials 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			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	592	29	4.90%	Data not available for the year 21-22.		
Other than permanent	18	0	0			
<b>Total Employees</b>	610	29	4.76%			
<b>Workers</b>						
Permanent	418	75	17.94%	362	102	28.18%
Other than permanent	680	0	0	543	0	0
<b>Total Workers</b>	1098	75	6.83%	905	102	11.28%

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

Category	FY 2022-23				FY 2021-22					
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	520	0		520	100%	517	0		517	100%
Female	72			72	100%	72			72	100%
<b>Other than Permanent</b>										
Male	17	0		17	100%	9	0		9	100%
Female	1			1	100%	0			0	0

Category	FY 2022-23					FY 2021-22				
	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)
<b>Workers</b>										
<b>Permanent</b>										
Male	417	0	0	417	100%	362	0	0	362	100%
Female	1	0	0	1	100%	0	0	0	0	0
<b>Other than Permanent</b>										
Male	678	210	30.98%	468	69.02%	541	140	25.88%	401	74.12%
Female	2	0	0	2	100%	2	0	0	2	100%

**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
<b>Board of Directors (BoD)</b>	3	INR 6,48,41,433	0	0
<b>Key Managerial Personnel</b>	2	INR 59,04,986	0	0
<b>Employees other than BoD and KMP</b>	535	INR 8,94,513	73	9,00,537
<b>Workers</b>	417	INR 5,35,788	1	3,70,728

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. The Company has in place Whistle Blower Policy to encourage employees to report matters without the risk of subsequent victimisation, discrimination or disadvantage. The Policy provides for a mechanism to report such concerns to the specified Individual/ Committee through specified channels. Also, Prevention of Sexual Harassment (POSH) Members are the focal point (Individual / Committee) responsible for addressing sexual discrimination/ discrimination impact or issues caused or contributed by the business.

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

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation. The Whistle Blower Policy, Code of Conduct and Grievance Policy holds a strong commitment to protect the identity of the complainant and maintain confidentiality through each stage of investigation.

Internal complaints committee has been founded as per statutory provisions to address and resolve the issues raised out of sexual harassment, works committee deals with complaints related to working conditions, safety issues etc. and grievance redressal policy provides mechanism to report and resolve employee grievances.

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

	FY 2022-23			FY 2021-22		
	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			Nil			
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 is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation. The Whistle Blower Policy, Code of Conduct and Grievance Policy holds a strong commitment to protect the identity of the complainant and maintain confidentiality through each stage of investigation.

Internal complaints committee has been founded as per statutory provisions to address and resolve the issues raised out of sexual harassment, works committee deals with complaints related to working conditions, safety issues etc. and grievance redressal policy provides mechanism to report and resolve employee grievances.

**8. Do human rights requirements form part of your business agreements and contracts?**

Yes, aspects of human rights form part of business agreements and contracts.

**9. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ involuntary labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

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

No adverse remarks have been raised in the assessment at Question 9.

**Leadership Indicators**

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

The company is committed to make changes in the processes as and when required and has an open door policy towards all employees and stake holders. However, no such compelling case for process modification has arisen yet.

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

The company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.

**3. Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

BBL believes that ensuring accessibility in the workplace promotes inclusivity and diversity. By accommodating individuals with disabilities, our company create an environment where everyone has equal opportunities to participate and contribute. This fosters a culture of respect, equality, and diversity, leading to better teamwork, employee morale, and overall productivity. In furtherance of the same, the company provides stairs, walk ways, ramps, elevators & separate wash rooms in the premises for differently abled employees and visitors.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual Harassment</b>	Upholding of Human Rights is critical to the Company's business. Strict internal vigilance is maintained to ensure prevention of discrimination and conduct our operations in a fair and transparent manner, aligned with all national and international standards of Human Rights. The company is committed to providing details on assessment of our value chain partners and the same will be made available from subsequent financial years.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour/ Involuntary Labour</b>	
<b>Wages</b>	
<b>Others – Please Specify</b>	

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

The company is committed to providing details on assessment of our value chain partners and the same will be made available from subsequent financial years

**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 2022-23	FY 2021-22
Total electricity consumption (A)*	2,99,46,132	2,82,27,564
Total fuel consumption (B)*	16,00,087.79	18,45,291.61
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	<b>3,15,46,219.79</b>	<b>3,00,72,855.61</b>
Energy intensity per rupee of turnover <i>(Total energy consumption in Mega Joules/ turnover in rupee)</i>	0.0021	0.0020
Energy intensity <i>(optional)</i> – 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

\* Please note that the data indicated above is calculated in the unit of **Mega joules**.

**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**

Not Applicable. The company does not come under the PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	36,644	36,792
(iv) Seawater/ desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)</b>	<b>36,644</b>	<b>36,792</b>
<b>Total volume of water consumption (In kilolitres)</b>	<b>36,644</b>	<b>36,792</b>
<b>Water intensity per rupee of turnover</b> <i>(Water consumed in Kilolitre / turnover in rupee)</i>	<b>2.53</b>	<b>2.54</b>
<b>Water intensity</b> <i>(optional)</i>	–	–

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.**

Water is a finite resource, and as the world's population continues to grow, the demand for water increases. By conserving water, we ensure its availability for future generations and help alleviate water scarcity issues. In line with the same, we have implemented Zero Liquid Discharge in our unit at Airoli, Navi Mumbai. The waste water generated from the Industrial processes & domestic use is treated in Sewage Treatment Plant (STP) & Effluent Treatment Plant (ETP) and is reused in gardening.

**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	FY 2021-22
NOx	Kg/year	11,368	9,296.79
SOx	Kg/year	675	674.16
Particulate matter (PM)	Kg/year	5,552.19	4,756.43
Persistent organic pollutants (POP)	Kg/year	0	0
Volatile organic compounds (VOC)	Kg/year	14,822	13,837
Hazardous air pollutants (HAP)	Kg/year	0	0
Others – please specify	Kg/year	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.

Yes, an external agency namely viz. M/s Gadark Lab Pvt. Ltd. has been appointed to monitor Environment emission at the BBL Airoli Unit, Navi Mumbai.

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

The data provided here does not include the emissions from refrigerants in the calculation as the same was not measured in the reporting year. BBL is committed to providing the relevant data from the next year onwards.

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	2,364.64	2,536.34
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	6,254.24	6,671.10
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	<i>Metric tonnes of CO<sub>2</sub> equivalent per rupee</i>	5.96	6.37
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)	–	–	–

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

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

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

BBL understands that reducing GHG emissions is essential for mitigating climate change, protecting the environment, promoting sustainable development, improving public health, ensuring energy security, creating economic opportunities, and fulfilling international commitments. It requires concerted efforts from individuals, businesses, governments, and international collaborations to transition to a low-carbon and sustainable future. As an effort from our side, we have made certain changes and additions in our processes to reduce our GHG emissions. These are as follows:

- We replaced our old ovens with new Induction ovens for reducing energy consumption.
- We encourage optimum use of raw materials.
- We recycle almost 90% of our waste generated.
- We try that the new machineries procured are rechargeable battery operated.
- We have planted almost 500 trees within our premises in the last 5 years.
- We are proposing to start using solar based water heating systems.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	21	19
E-waste (B)	2.53	0
Bio-medical waste (C)	0.0007	0.001
Construction and demolition waste (D)	0	0
Battery waste (E)	0.11	1.16
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	74.58	63.85
Other Non-hazardous waste generated (H).	501.99	585.4
1. Wooden and plastic packaging waste		
2. Metal scraps		
3. Cardboard boxes		
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>600.2107</b>	<b>669.411</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	566.5	635.501
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>566.5</b>	<b>635.501</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	33.71	31.41
(ii) Landfilling	1.2	1.78
(iii) Other disposal operations	0	0
<b>Total</b>	<b>34.91</b>	<b>33.19</b>

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

\*\* 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**

Effective waste management in a factory is crucial for promoting environmental sustainability and ensuring the well-being of both the employees and the surrounding communities. Waste reduction is prioritized through the implementation of efficient production processes and the adoption of sustainable practices. Furthermore, waste segregation plays a vital role in effective waste management. To ensure the effectiveness of waste management practices, continuous monitoring and evaluation are carried out. Regular audits and inspections help identify areas for improvement and ensure compliance with environmental regulations.

Following are a few strategies adopted by BBL for waste management:

- Waste segregation and disposal procedures has been developed.
- Employees are provided training with regards to the segregation of waste & environmental impact due to waste generation.
- Waste reduction has been achieved by recycling of PPE's and replacement of old paint booths with new dry type paint booth to reduce paint sludge in painting process.
- Reduction in painting containers in nonstandard paint to reduce the waste due to non-utilization of paint.
- Centralised paint management system.
- Process improvements in Vacuum Pressure Impregnation (VPI) to reduce the waste during VPI process.

**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	Types 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.
Not Applicable			

\*\* The Company has no operations/offices in/around ecologically sensitive areas. Hence, required environmental approval/ clearances are not applicable for the Company.

**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
Nil					

**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, and Environment protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Serial Number	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
Yes, the Company is compliant with all applicable environmental law/ regulations/ guidelines in India. BBL maintains all emissions/waste generated at various units within permissible limits. These are continuously monitored, reviewed internally, and reported to the CPCB / SPCB as per the requirement.				

**Leadership Indicators**

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameters	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil. The company is committed to assess how renewable sources can form part of the energy source in our operations in the upcoming years.	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>		
<b>From non-renewable sources (Mega Joules)</b>		
Total electricity consumption (D)	2,99,46,132	2,82,27,564
Total fuel consumption (E)	16,00,087.79	18,45,291.61
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	3,15,46,219.79	3,00,72,855.61

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil. The company has implemented Zero Liquid Discharge in the unit at Airoli, Navi Mumbai. The waste water generated from the Industrial processes & domestic use is treated in Sewage Treatment Plant (STP) & Effluent Treatment Plant (ETP) and is reused in gardening.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- 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		
<b>Total water discharged (in kilolitres)</b>		

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

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

For each facility/ plant located in areas of water stress, provide the following information:

- (i) Name of the area- NA
- (ii) Nature of operations- NA
- (iii) Water withdrawal, consumption, and discharge in the following format: The Company does not withdraw, consume or discharge water in areas of water stress

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA. The company does not withdraw, consume, and discharge water in areas of water stress.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater/ desalinated water		
(v) Others		
<b>Total volume of water withdrawal (In kilolitres)</b>		
<b>Total volume of water consumption (In kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> <i>(Water consumed/ turnover)</i>		
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA. The company does not withdraw, consume, and discharge water in areas of water stress.	
– No treatment		
– With treatment – please specify level of treatment		
(ii) Into Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) Into Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	The company did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> ( <i>optional</i> ) – 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.

**5. 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. The Company has no operations/offices in/around ecologically sensitive areas

**6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/ effluent discharge/ waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
1.	Replacement of old light fittings to LED fittings	Replacement of office & plant light fittings to new energy efficient LED fittings	Reduction in energy requirement
2.	Provision of Centralised Paint crib & mixing stations in Motors	The process of paint preparation (Mixing paint thinner, paint and hardener) at each booth has replaced with centralised paint management	Reduction in hazardous waste generation due to disposal of unused paint.
3.	Replacement of old air circulators with HVLS Fans in motors shop floor	Old energy intensive air circulators has been replaced with energy efficient HVLS Fans	Reduction in energy requirement
4.	Conversion of wet type paint booth to dry type of paint booth	Exiting water based paint booth replaced with new dry type paint booth. Total 9 such paint booth has been changed	Reduction in use of fresh water in process and reduction in hazardous waste generation form paint booths

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

BBL understands that, a comprehensive disaster management plan is vital for minimizing the impact of emergencies and ensuring a swift and coordinated response. By identifying risks, establishing protocols, providing training, and emphasizing recovery and resilience, the company can effectively protect lives, assets, and the environment during times of crisis. A well-prepared plan promotes public safety, strengthens community resilience, and contributes to the overall well-being of society. In line with this, BBL has prepared and implemented a Disaster Management plan. It encompasses a comprehensive set of strategies and procedures to effectively respond to natural or man-made disasters, ensuring a swift and coordinated response.

**8. 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?**

There has not been any significant adverse impact to the environment, arising from the value chain of the entity.

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

10% of our value chain partners were assessed for environmental impacts in the reporting year.

**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: 6
  - 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.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Elevator & Escalators Manufacturers of India	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Indian Merchants' Chamber	National
4	Bombay Chamber of Commerce and Industry	State
5	Indo German Chamber of Commerce	National
6	Thane-Belapur Industries' Association	State

**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 active taken
Nil. There were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities hence, this point is not applicable to us.		

**Leadership Indicators**

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

Sr. No	Public policy advocated.	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others – please specify)	Web Link, If available
Nil					

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**
**Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Nil. The company has not undertaken any SIA projects in the reporting year.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Nil						

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

BBL understands that, there is a strong agreement to the fact that efforts must be continually made to protect the lives of communities living in and around the Company's area of operations. Further to this, BBL has maintained a grievances register and the same is reviewed at regular intervals to ensure grievance redressal.

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

	FY 2022-23	FY 2021-22
<b>Directly sourced from MSMEs/ small producers</b>	57%	47%
<b>Sourced directly from within the district and neighbouring districts</b>	60%	56%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
This question does not apply to us as no Social Impact Assessment was undertaken during the reporting period.	

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

S. No	State	Aspirational District	Amount spent (In INR)
Nil. The company currently does not undertake CSR projects in any designated aspirational districts.			

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

The company currently does not undertake any specific initiatives made for encouraging suppliers comprising marginalized/ vulnerable group onboarding. However, the need for the same shall be assessed and taken up accordingly.

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

Not Applicable.

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

Not Applicable.

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: To be discussed**

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

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

Name of authority	Brief of the case	Corrective Action taken
This does not apply to us as there has not been any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		

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

Sr. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Our CSR program focuses on supporting better livelihood opportunities for those readying to enter the workforce or already in it. The program supports adolescents and youth from underprivileged and marginalised communities in Navi Mumbai, and tribal women in Gujarat.	Through our program so far 7000+ adolescents, youth and women have been enabled for a more secure future.	Of the 7000, around 1000 i.e. 14% of the beneficiaries are youth from NT, DNT, and other marginalized communities in Thane, Navi Mumbai. We help enable career awareness and equal opportunities for them.

**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.**

We have a dedicated Service line system where in customer can raise a complaint on the phone numbers and emails provided. The complaint is then recorded and is registered and assigned to the particular business unit. A unique notification number is generated against each complaint which is sent to customer for future reference and tracking. The Turnaround times (TAT) are defined for each category of complaints and they are attended and resolved within the specified TAT.

**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
<b>Environmental and social parameters relevant to the product</b>	No specific information about Environmental or Social parameters is provided by our company to customers.
<b>Safe and responsible usage</b>	100%
<b>Recycling and/ or safe disposal</b>	100%

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

	FY 2022-23			FY 2021-22		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil.					
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		

- 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**  
 Yes, the company has an IT policy. The same is available on company's intranet and is accessible to all employees.
- 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.

**Leadership Indicators**

- 1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**  
 The information on the company's products and services can be found on our website and social media handles. The link to the same are as follows:  
 Website: <https://www.bharatbijlee.com/>  
 LinkedIn: <https://in.linkedin.com/company/bharat-bijlee-ltd>  
 Facebook: <https://www.facebook.com/bharatbijleeltd>

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.**  
Through our training programs, we ensure that our consumers are equipped with the knowledge and skills necessary to use our products and services safely. These trainings are conducted by knowledgeable experts who provide step-by-step guidance and demonstrations, highlighting important safety precautions and best practices. We encourage active participation and address any questions or concerns raised by the attendees.
- In addition to the training programs, we develop user manuals that serve as valuable resource for our consumers. These manuals are designed to be user-friendly and provide detailed instructions on product or service usage, maintenance, and safety guidelines. We make sure to include clear illustrations, diagrams, and warning labels to enhance comprehension and emphasize critical safety information.
- 3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.**  
The consumers are informed of any risk of disruption/ discontinuation of essential services via website, social media, calls, emails and messages.
- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**  
No.
- 5. Provide the following information relating to data breaches:**
- a) Number of instances of data breaches along-with impact  
Nil.
  - b) Percentage of data breaches involving personally identifiable information of customers  
Nil.

**ALIGNMENT OF NGRBC PRINCIPLES WITH SDGs**

<b>NGRBC</b>	<b>Sustainable Development Goals</b>
Principle 1	SDG 16,17
Principle 2	SDG 2,6,7,8,10,12,13,14,15
Principle 3	SDG 1,3,4,5,8,9,11
Principle 4	SDG 1,5,9,11,16
Principle 5	SDG 5,8,16
Principle 6	SDG 2,3,6,7,10,12,13,14,15
Principle 7	SDG 2,7,10,11,13,14,15,17
Principle 8	SDG 1,2,3,4,5,6,8,9,11,13,14,15,16,17
Principle 9	SDG 2,4,12,14,15

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**OUR COMMITMENT TO ENVIRONMENT****Water Management**

Efficient water management plays a pivotal role in sustainable water conservation. It involves implementing strategies and policies to allocate, distribute, and utilize water resources effectively. In line with the same, we have implemented Zero Liquid Discharge in our unit at Airoli, Navi Mumbai. The waste water generated from the Industrial processes & domestic use is treated in Sewage Treatment Plant (STP) & Effluent Treatment Plant (ETP) and is reused in gardening.

**Green Premises**

Green premises contribute to plantation, energy-efficient technologies, such as environmental conservation and mitigating climate change. Almost 500+ trees have been planted within our premises in the last 5 years.

**Energy Conservation**

Energy conservation is the practice of reducing energy consumption to minimize our environmental impact and preserve valuable resources. It involves adopting energy-efficient technologies, optimizing energy use in buildings, industries, and transportation, and promoting behavioral changes that prioritize responsible energy usage. As an effort from our side, we have made certain changes and additions in our processes to reduce our GHG emissions. These are as follows:

- We replaced our old ovens with new Induction ovens for reducing energy consumption.
- We encourage optimum use of raw materials.
- We recycle almost 90% of our waste generated.
- We try that the new machineries procured are rechargeable battery operated.
- We have planted almost 500 trees within our premises in the last 5 years.
- We are proposing to start using solar based water heating systems.

**Waste Management**

Waste management is a crucial aspect of sustainable development. To ensure the effectiveness of waste management practices, continuous monitoring and evaluation are carried out. Regular audits and inspections help identify areas for improvement and ensure compliance with environmental regulations.

Following are a few strategies adopted by BBL for waste management:

- Waste segregation and disposal procedures has been developed.
- Employees are provided training with regards to the segregation of waste & environmental impact due to waste generation.
- Waste reduction has been achieved by recycling of PPE's and replacement of old paint booths with new dry type paint booth to reduce paint sludge in painting process.
- Reduction in painting containers in nonstandard paint to reduce the waste due to non-utilization of paint.
- Centralized paint management system.
- Process improvements in Vacuum Pressure Impregnation (VPI) to reduce the waste during VPI process.

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**OUR COMMITMENT TO SOCIAL****Community empowerment**

In line with the prescribed provisions of the Companies Act, 2013 and Rules made thereunder, your Company has a well framed Corporate Social Responsibility (CSR) Policy in place. The said CSR Policy naturally flows from our stated Corporate Vision “To be the most trusted Indian electrical engineering company through our passion for technology and customer centricity”. The aim is to play a catalytic role in the sustainable socio-economic development in the regions where the Company is located or where its interests lie, attempting to create an enabling working environment for the Company as well as sustained regional development.

Our CSR program focuses on supporting better livelihood opportunities for those readying to enter the workforce or already in it. The program supports adolescents and youth from underprivileged and marginalized communities in Navi Mumbai, and tribal women in Gujarat.

We also organize multiple blood donation camps where we actively engage in donating blood for the betterment of the community.

**Employee Participation and Well-being**

Bharat Bijlee shall be focused on creating and executing initiatives to keep employee engagement levels at their highest by building & sustaining leadership connect, rewards and recognition and by bringing in fun elements to work from time to time in the Organization.

Every year, we felicitate, guide, and counsel the children of our employees through structured programs that boost their morale for higher education and provide career guidance. We also conduct various employee-centric programs such as Swachh Bharat Bijlee Week, Dussehra Celebrations, a Blood Donation Camp, Women’s Day celebrations, Cricket tournaments, and Tree Planting in our factory premises on World Environment Day, which falls on 5th June. Additionally, we ensure the survival and growth of the saplings planted over the years. These initiatives not only help us foster a strong bond with our employees but also contribute to society and the environment.

Our employees are our hearts, minds and hands when it comes to fulfilling our social responsibility. The initiatives run by Bharat Bijlee will be conducted through employee volunteering, be it education, vocational training or any other activity. The ownership, accountability and achievement of milestones in our social endeavours are best achieved by the motivation and drive of the individual members of the Bharat Bijlee parivar.

**Grievance Redressal**

The importance of grievance redressal in an organization cannot be overstated. A well-functioning grievance redressal system ensures that employees have a fair and effective mechanism to address their concerns, conflicts, and grievances. It provides a platform for employees to voice their grievances, which is crucial for maintaining a positive work environment and fostering employee satisfaction and well-being. By promptly and transparently addressing grievances, organizations demonstrate their commitment to fair treatment, respect, and employee rights. This, in turn, helps in building trust, enhancing employee morale, and reducing workplace conflicts. Overall, a robust grievance redressal system is an essential component of organizational success, employee engagement, and maintaining a harmonious work culture. At BBL, we take the reporting and resolution of grievances very seriously. In furtherance to the same, we have works committee to discuss and address the grievances and other related issues of our employees and workers. Additionally, for management Staff a detailed Grievance Redressal Policy with a built in mechanism including the details of grievance committee exists. This policy is available on company’s intranet and is available to all its employees.

**OUR COMMITMENT TO GOVERNANCE****Policies & Processes**

The company has established an extensive framework of policies and procedures, accompanied by relevant Standard Operating Procedures (SOPs), to effectively guide and regulate its day-to-day activities and operations. These policies and procedures serve as a blueprint for employees, outlining the expected standards, protocols, and best practices to be followed across various departments and functions.

By having a comprehensive set of policies, BBL ensures consistency, accountability, and compliance in its operations. These policies address various aspects, including but not limited to, quality control, safety protocols, ethical guidelines, data privacy, environmental sustainability, and employee conduct. They provide a clear roadmap for employees, enabling them to navigate their responsibilities and make informed decisions aligned with the company's values and objectives.