

ANNEXURE VII - TO THE DIRECTORS' REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Basic Information:

Ador Welding Limited (Ador / AWL), erstwhile Advani – Oerlikon Limited, is a pioneer in the welding industry. Ador, since its inception in the year 1951, has played a significant role in the country's industrialization and infrastructure development by providing the finest range of welding consumables, equipment and automation solutions, coupled with skill development in India. The Company has progressively extended its welding knowledge and expertise to cover many high-end specializations and has catered to a sophisticated range of user needs in India and in the overseas markets.

Ador's Vision is **"Creating the Best Welding Experience"**. Ador adopts responsible business practices, which are in the interest of the environment and the society, at large. AWL commits towards a comprehensive growth by adopting a framework to integrate social, environmental, humanitarian concerns into its core business strategy, in the best interest of all its stakeholders. Ador believes that the Company's performance must be quantified in a balanced economic, environmental and social imperative. The core values of Ador strive in developing a sustainable business model, which flows from the top and infuses throughout the organization & across business segments.

Aligned with the United Nations Sustainable Development Goals (SDGs), Ador conducts its business activities responsibly and sustainably. The Company has prioritized 09 (Nine) SDGs for focused actions, all of which are critical to achieving its vision of **"Creating the Best Welding Experience"**.

Ador's Business Responsibility and Sustainability Report (BRSR) is a comprehensive account of its business performance and impact. It is aligned with the National Guidelines on Responsible Business Conduct (NGRBC) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs (MCA). BRSR is in accordance with clause (f) of sub-regulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. The Company's business performance and its impacts are disclosed based on the 09 (Nine) Principles, as mentioned in NGRBC, reflecting Ador's unwavering commitment to responsible and sustainable business practices.

Principles

- | | | |
|--|---|--|
| <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 1 Ethics, Transparency and Accountability </div> | <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 2 Product Life Cycle Sustainability </div> | <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 3 Employee Well-Being </div> |
| <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 4 Stakeholder Engagement </div> | <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 5 Human Rights </div> | <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 6 Environment </div> |
| <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 7 Policy Advocacy </div> | <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 8 Inclusive Growth and Equitable Development </div> | <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;"> 9 Customer Value Creation </div> |

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

I-1.	Corporate Identity Number (CIN) of the listed entity	L70100MH1951PLC008647
I-2.	Name of the listed entity	Ador Welding Limited
I-3.	Year of incorporation	22 nd October, 1951
I-4.	Registered office address	Ador House, 6, K. Dubash Marg, Fort, Mumbai, 400001-16, Maharashtra, India
I-5.	Corporate address	Ador House, 6, K. Dubash Marg, Fort, Mumbai, 400001-16, Maharashtra, India
I-6.	E-mail	investorservices@adorians.com
I-7.	Telephone	022-22842525 / 66239300
I-8.	Website	https://www.adorwelding.com/
I-9.	Financial year for which reporting is being done	FY 2023-24
I-10.	Name of the Stock Exchange(s), where the shares are listed	1. BSE Limited (BSE) 2. The National Stock Exchange of India Limited (NSE)
I-11.	Paid-up Capital	1,35,98,467 Equity Shares of Rs. 10/- each, fully paid-up
I-12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report. Details of Director responsible for implementation of the Business Responsibility Policy	Name: Mr. Aditya T. Malkani Designation: Managing Director DIN: 01585637 Telephone Number: 022-66239300 / 022-22842525 E-mail ID: investorservices@adorians.com
I-13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities, which form a part of its consolidated financial statements, taken together).	The disclosures made in this report are on a Standalone basis and pertain only to Ador Welding Limited
I-14.	Name of assurance provider	Not Applicable
I-15.	Type of assurance obtained	Not Applicable

II. Products / services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Welding Consumables like Electrodes, Wires and Fluxes	77
2	Manufacturing	Assembly line for assembly of welding equipment	19
3	Manufacturing	Flare and Process equipment	4

II-17. 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	Welding Consumable	2592	77
2	Welding Equipment	2710	19

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	3	6	9
International	0	1	1

III-19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36
International (No. of Countries)	15

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

The Export portion is 13.91% of the Total Turnover of the entity.

c. A brief, on types of customers

Our customer base includes entities involved in Heavy Fabrication, Rail Coach Manufacturing, Railway Work Shops, Indian Defence, Oil & Gas, Ship Building, Power Plants, Automobiles, Hydro Plants, Nuclear Plants, Steel Manufacturings, Sugar Industries, Cement Industries, other metal manufacturing, such as Aluminium, Copper etc.

IV. Employees

IV-20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

No.	Particulars	Total (A)	Male		Female	
			No (B)	(B/A) %	No (C)	(C/A) %
Employees						
1	Permanent (D)	672	627	93.30	45	6.70
2	Other than Permanent (E)	46	41	89.13	5	10.87
3	Total employees (D + E)	718	668	93.04	50	6.96
Workers						
1	Permanent (F)	0	0	0.00	0	0.00
2	Other than Permanent (G)	817	775	94.86	42	5.14
3	Total Workers (F + G)	817	775	94.86	42	5.14

IV-20. Details, as at the end of Financial Year:

b. Differently abled Employees and workers:

No.	Particulars	Total (A)	Male		Female	
			No (B)	(B/A) %	No(C)	(C/A) %
Differently Abled Employees						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
Differently Abled Workers						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	0	0	0	0	0
3	Total Workers (F + G)	0	0	0	0	0

IV-21. Participation / Inclusion / Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No (B)	(B/A) %
Board of Directors	11	3	27.27
Key Management Personnel	2	0	0.00

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

Particulars	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.56	23.68	13.23	11.94	41.94	13.58	12.60	20.69	13.07
Permanent Workers	0	0	0	0	0	0	0	0	0

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	J.B. Advani & Co. Private Limited	Holding	50.01	No

Remarks: J.B. Advani & Co. Private Limited holds 50.01% of the total shareholding of the entity.

VI. CSR Details

VI-24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

Remarks: As per Section 135 of the Companies Act, 2013, provision of CSR is applicable. A brief of the CSR vision of the Company and the activities undertaken has been given in the Corporate Social Responsibility Report, which is annexed to the Annual Report.

VI-24. (ii). Turnover (in Rs.)- 88383 Lakhs

VI-24. (iii). Net worth (in Rs.)- 36238 Lakhs

VII. Transparency and Disclosures Compliances

VII-25. Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.adorwelding.com/wp-content/uploads/2021/07/Mechanism-For-Whistle-Blower-For-Stakeholders11.pdf	0	0	-	0	0	-
Shareholders	Yes, the Company has empowered a Board-level Stakeholders Relationship Committee ('SRC') to examine and redress complaints from/by shareholders. The status of complaints is reported to the entire Board on a quarterly basis. SRC meets at least twice a year and as & when required to resolve shareholders grievances. Most of the grievances received through electronic communications are attended within a period of seven days and for postal communication within a period of twelve days from the date of receipt of such grievances. https://www.adorwelding.com/wp-content/uploads/2022/11/Investor-Grievance-Redressal-Policy.pdf	13	0	-	9	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, the grievances of the employees and workers are redressed through emails, open forum meetings and also through vigil mechanism. https://www.adorwelding.com/wp-content/uploads/2021/07/Whistle-Blower-for-Employees-Directors2019.pdf	0	0	-	0	0	-
Customers	Yes, all the grievances received through various available channels are registered and tracked through the Complaint CRM system. Once the complaint is registered, it is tracked through a unique number. The grievance is resolved through one-on-one interaction with the customer either telephonically or physically. Upon the final resolution of the grievance, feedback is taken through call / response sheet / feedback form.	1,314	0	-	1,046	0	-
Value Chain partners	Yes, the complaints pertaining to the Value Chain Partners are redressed through one-on-one interaction.	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

VII-26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues, pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	Product manufacturing is an energy-intensive operation, and efficient energy management initiatives help the company optimize its energy consumption and thereby significantly aid in cost savings, lowering the energy consumption and GHG footprint of our organization. To achieve this, we have integrated several energy-efficient techniques, such as utilizing more efficient machines, and automatic systems in our processing units and installing solar panels, etc. These measures help us maintain low energy consumption while promoting sustainability.	-	Positive

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	Greenhouse Gas Emissions	Risk	Considering the nature of our business operations, a high energy requirement and consequent high greenhouse gas (GHG) emissions are inherent to some extent. Furthermore, we anticipate more stringent GHG policies, i.e. all-inclusive tracking and reporting practices, capping emissions, etc. could become mandatory in coming years. While we understand the need to manage and reduce this high emissions, we also anticipate that failure to align with evolving GHG policies could result in substantial penalties and reputational damage.	At Ador, we track and publish our Scope 1 and Scope 2 emissions. We also remain vigilant regarding upcoming policies and advancements in GHG tracking and public disclosure. Hence, we are strategizing to develop a comprehensive mitigation plan encompassing Scope 3, along with other Scopes, and develop targets for GHG emission reduction.	Negative
3	Water Management	Opportunity	Our production process at Consumable Plants is water-intensive, hence effective water management is crucial for our operations. Water scarcity poses a notable risk, impacting business continuity and profitability. However, efficient water management presents an opportunity to enhance efficiency and cut costs. Through substantial investments in water management systems such as ZLD and STP, we've improved our water utilization, resulting in decreased costs and reduced water footprint.	-	Positive
4	Air-pollution	Risk	Air emissions pose a risk, as it can contribute to local and regional emission concentrations. Moreover, non-compliance, if any, with regulatory requirements set by regional and national government boards, could have adverse impacts on both health and the environment, potentially resulting in compensatory and reputational damage to the Company. Additionally, this could pose a risk to our license to operate.	We conduct regular monitoring of our emissions and maintain strict processes to ensure that our operations adhere to industry best practices, with a focus on minimizing our environmental impact. Additionally, we hold ISO 14001 certification, underscoring our commitment to environmental stewardship.	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)
5	Workforce health and safety	Risk	Given the nature of our business, it is imperative to establish rigorous protocols and procedures for health and safety to prevent injuries, accidents, and potential legal or reputational ramifications.	We strictly follow the prescribed health and safety protocols. We conduct routine training sessions to ensure our workforce is well-prepared to navigate such circumstances.	Negative
6	Materials Sourcing	Risk	Our supply chain is susceptible to various risks associated with critical materials used in the production process. These materials are often specialized and, in many instances, have limited alternatives. Instances of unavailability, transportation challenges, or supply disruptions could lead to price escalation and even slow down production processes. Therefore, addressing this issue is of paramount importance.	Over the years, we have successfully diversified our supply chain to reduce dependency on a single supplier and have ensured a more resilient supply chain. Furthermore, we continuously monitor market trends and product demand and pro-actively take the procurement decision to address potential challenges. Lastly as a part of our governance ethics, we foster strong, transparent, and effective communications with our value chain.	Negative
7	Supply chain Management	Risk	Ador has a complex supply chain, encompassing numerous stakeholders throughout the sourcing, production, and disposal phases of our products, making it susceptible to frequent disruptions.	Our supply chain management practices are robust and transparent, characterized by thorough due diligence to identify risks and vulnerabilities. Moreover, we assess the majority of our downstream supply chain based on key environmental, social, and governance (ESG) parameters, ensuring the smooth flow of value downstream.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	No	YES	YES
1. b. Has the policy been approved by the Board? (Yes/ No)	YES	NO	NO	YES	YES	NO	NO	YES	NO
1. c. Web Link of the Policies, if available	Code of Conduct for Directors & Senior Management Anti Corruption Policy Board Diversity Policy	Supplier Code of Conduct Supply Chain Management Policy	EHS Policy Equal Opportunity Policy POSH Policy	Whistle - Blower for Stakeholders Policy	Human Right Policy Equal Opportunity Policy	Environmental Policy	NA	CSR Policy	Data privacy Management Policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	YES	YES	YES	YES	YES	NO	NO	YES	YES
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea standards) (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	OHSAS, BIS, ISO 14001, and Corporate Governance Code, are adopted and mapped at applicable principle.						NA	OHSAS, BIS, ISO 14001, Corporate Governance Code are adopted and mapped at applicable principle.	

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The company is in the process of setting goals and targets focusing on ESG Key Performance indicators related to:</p> <ul style="list-style-type: none"> • Water Management: Target for Zero Liquid discharge at all plants • Increasing the share of renewable energy in the energy mix • Health & Safety: Continue to have Zero Fatalities • Gender Diversity: Increasing the share of women across the workforce • Business Ethics & Integrity and Code of Conduct: Increase the coverage of employees that are given training for POSH, Code of Conduct, Whistle-blower. <p>We are committed to protect environmental, social, health & safety aspects, while conducting our business operations. We are in the process of inculcating the culture of doing business in the interests of environment and all stakeholders. We are also working on energy efficiency as well as resource conservation.</p>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company will be focusing on the sustainability initiatives & will be setting goals and targets in the year 2025. Going forward the performance against each goal and targets will be reviewed periodically by the Management.</p>

Governance, leadership and oversight

7. Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The Company believes in Sustainability and endeavours to balance its concern for the environment and people with efficient and profitable operations. It is committed to minimizing its carbon footprint and is undertaking several measures focused on energy efficiency and emissions reduction. The Company also seeks to ensure the satisfaction of all its stakeholders. Besides focusing on the holistic well-being of its employees, through various Health and Safety initiatives and providing continuous learning & development opportunities, the Company also places importance on the development of communities around its manufacturing units.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Aditya T. Malkani Managing Director DIN: 01585637</p>
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>No. The Board is responsible for decision making on all sustainability related issues. There is no separate Committee for the same.</p>

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All NGRBC related policies are reviewed by Director.									Periodically								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with all the known applicable statutory requirements.									Quarterly								

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.

Sr. No.	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	NO								

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

Questions	P1	P2	P3	P4	P5	P6	P7		P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA						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)	NA						Yes		NA	
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA						No		NA	
It is planned to be done in the next financial year (Yes/No)	NA						No		NA	
Any other reason (please specify)	NA						We ensure to make all our policies transparent and subject to regulatory framework. However, there is no specific policy mentioning this.		NA	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

EI-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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	<p>The board members are provided with an in-depth perspective on business, innovations, operations, financials and capital management processes, etc. Topics, such as Corporate Governance, the Companies Act, SEBI Regulations and Environmental & Safety matters are also discussed during the meetings.</p> <p>Impact: These meetings ensure strategic alignment amongst Board Members, enhance governance and accountability, and aims to improve performance and the long-term sustainability and growth of the Company.</p>	100
Key Managerial Personnel	4	<p>The executive & management team members are provided with an in-depth perspective on business, innovations, operations, financials and capital management processes etc. Topics such as Corporate Governance, the Companies Act, SEBI Regulations and Environmental & Safety matters are also discussed during the meetings.</p> <p>Impact: These meetings ensure strategic alignment among all key stakeholders, enhance governance and accountability, and aims to improve performance & the long-term sustainability & growth of the Company.</p>	100
Employees, other than BoD and KMPs	1	<p>Following training and awareness programmes were held for employees of the Company</p> <ul style="list-style-type: none"> - Code of Conduct - Health & Safety - Prevention of Sexual Harassment - Employee Well Being - Cyber Security - Skill Upgradation / Advanced Skills pertaining to respective departments. <p>All the Policies of the Company are available on Intranet for employees to refer / access.</p> <p>Impact: These initiatives collectively contribute to a more up-to-date, productive, secure, and positive workplace environment, fostering organizational growth and resilience.</p>	28
Workers	0	<p>Although the Company does not have any permanent workers, all the contract workers are given regular health and awareness trainings to ensure their safety and made aware about POSH.</p>	0

Remarks: 1. Health and Safety related training and awareness sessions are conducted and provided to the workers at regular intervals. 2. HODs also give training to their team members periodically about the process, product manufacturing, etc. This is to be mandatorily attended to, by all the staff of the said function.

EI-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

Category	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	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

Category	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	0	0	0	0
Punishment	0	0	0	0

EI-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.

S. No.	Case Details	Name of the regulatory / enforcement agencies / judicial institutions
1.	0	0

EI-4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.-

Yes, we strictly prohibit our employees, agents and intermediaries from engaging in any illegal or inappropriate payments or benefits, either directly or indirectly, that may be perceived as an attempt to gain undue advantages for our business operations. The Company launched the Anti-Bribery and Anti-Corruption Policy ('ABAC Policy') to outline guiding principles and adequate procedures to prevent any activity or conduct relating to bribery, facilitation payments or corruption. The policy is available at the Company's website at <https://www.adorwelding.com/wp-content/uploads/2023/05/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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

Category	Current Financial Year	Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

Category	Number (CY)	Remarks (CY)	Number (PY)	Remarks (PY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

EI-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

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

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	43	51

EI-9. Open-ness of business. Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format. Concentration of Purchases-

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	17.25%	13.12%
	b. Number of trading houses where purchases are made from	365	348
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	66%	55%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	81%	84%
	b. Number of dealers / distributors, to whom sales are made	217	211
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	33%	32%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6.97	4.82
	b. Sales (Sales to related parties / Total Sales)	0.62	0.68
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

Leadership Indicators

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

S. No.	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	0	-	0

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

Yes, the Company has Code of Conduct for the Board of Directors and Senior Management Personnel, which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and Senior Management Personnel in the entities they are interested in and ensures requisite approvals, as required under the applicable laws, are taken prior to entering into transactions with each entities. The policy is available on the Company's website at <https://www.adorwelding.com/wp-content/uploads/2023/02/Code-of-Conduct-for-Directors-Senior-Managerial-Personnels-1.pdf>

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	15%	0	The procurement of Drop Test and Vibration Test machines has been initiated to thoroughly evaluate packing materials. Changes in packing materials have been implemented to enhance the environmental and social impact of our products. These changes include replacing total wooden packing with honeycomb boxes and wooden pallets, eliminating plastic wrapping for corrugated packing boxes, and utilizing laminated corrugated boxes.
Capex	0	0	-

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

EI-2.b. If yes, what percentage of inputs were sourced sustainably?- Not Applicable

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

The processes are in place for safely reclaiming products for reuse, recycling, and disposal at the end of their life, include the following:

- For plastics (including packaging), instructions are provided on recycling in form of symbols and proper disposal methods.
- For E-waste (electrical / electronic equipment), instructions are provided in operational manuals and on product packaging, stressing the importance of proper disposal and adherence to any relevant waste regulations (such as European Directive 2012/19/EU for Waste Electrical and Electronic Equipment).
- For hazardous waste, instructions are included in operational manuals and on product packaging, stressing the importance of proper disposal and adherence to any relevant waste regulations.
- For other waste, such as welding consumables, instructions are printed on the product packaging for proper disposal and scrapping methods.

Overall, the company takes measures to ensure that all products, regardless of their composition or potential risk, are properly disposed off, in an environmentally friendly and responsible manner in accordance with local and international waste regulations. About 70% of our turnover of welding products comes from Consumables. The Consumables are used in producing various products. The moment the Consumables are used as raw material, its usage ends there.

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

Yes, it seems applicable. We are in the process of applying for registration and doing the needful.

Leadership Indicators

LI-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?

S. No.	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.
1				NA		

LI-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.

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
1		NA	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
	NA	

LI-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:

Particulars	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA					
E-waste						
Hazardous waste						
Other waste						

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1		NA

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

Essential Indicators

EI-1. a. Details of measures for the well-being of employees (Permanent Employees).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	(B / A) %	Number (C)	(C / A) %	Number (D)	(D / A) %	Number (E)	(E / A) %	Number (F)	(F / A) %
Permanent Employees											
Male	627	627	100.00	627	100.00	0	0.00	627	100.00	627	100.00
Female	45	45	100.00	45	100.00	45	100.00	0	0.00	45	100.00
Total	672	672	100.00	672	100.00	45	6.70	627	93.30	672	100.00
Other than permanent Employees											
Male	41	41	100.00	41	100.00	0	0.00	41	100.00	41	100.00
Female	5	5	100.00	5	100.00	5	100.00	0	0.00	5	100.00
Total	46	46	100.00	46	100.00	5	100.00	41	100.00	46	100.00

EI-1. b. Details of measures for the well-being of workers. (Permanent Workers).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	(B / A) %	Number (C)	(C / A) %	Number (D)	(D / A) %	Number (E)	(E / A) %	Number (F)	(F / A) %
Permanent Workers											
Male	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Female	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other than permanent Workers											
Male	775	0	0.00	771	99.48	0	0.00	0	0.00	0	0.00
Female	42	0	0.00	42	100.00	0	0.00	0	0.00	0	0.00
Total	817	0	0.00	813	99.51	0	0.00	0	0.00	0	0.00

EI-1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.1	0.1

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/NA). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/NA). (PY)
PF	99.85	100.00	Y	99.67	100.00	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	7.44	100.00	Y	7.70	100.00	Y
Others – please specify	0.00	0.00	NA	0.00	0.00	NA

EI-3. Are the premises / offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.-

Yes, even though the Company has no employee or worker with a disability in active employment, the premises of the company including the factory premises are accessible to differently abled employees and workers, except head office & sales offices.

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

Yes, The Policy is available on the Company’s website at <https://www.adorwelding.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf>

EI-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	100.00	94.44	0	0
Female	100.00	100.00	0	0
Total	100.00	94.74	0	0

EI-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.

Category	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company does not have any Permanent Workers,. Hence, the mechanism to redress the grievances is not applicable.
Other than Permanent Workers	Yes, the Company has a robust mechanism to redress grievances through its Whistle Blower Policy. The employees and workers can also raise their concerns through emails. All reported issues are meticulously investigated by a dedicated team of investigators, ensuring that appropriate actions are taken promptly.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	(B / A) %	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	(D / C) %
Total Permanent Employees	672	0	0.00	596	0	0.00
- Male	627	0	0.00	565	0	0.00
- Female	45	0	0.00	31	0	0.00
Total Permanent Workers	0	0	0.00	0	0	0.00
- Male	0	0	0.00	0	0	0.00
- Female	0	0	0.00	0	0	0.00

EI-8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	(B / A) %	No. (C)	(C / A) %		No. (E)	(E / D) %	No. (F)	(F / D) %
Employees										
Male	668	193	28.89	171	25.60	605	147	24.30	196	32.40
Female	50	10	20.00	16	32.00	34	9	26.47	7	20.59
Total	718	203	28.27	187	26.04	639	156	24.41	203	31.77
Workers										
Male	775	0	0.00	0	0.00	705	0	0.00	0	0.00
Female	42	0	0.00	0	0.00	28	0	0.00	0	0.00
Total	817	0	0.00	0	0.00	733	0	0.00	0	0.00

Remarks: Although the Company does not have any permanent workers, all the contract workers are provided with training and awareness programs for their safety and skills upgradation.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	(B / A) %	Total (C)	No. (D)	(D / C) %
Employees						
Male	668	613	91.77	605	558	92.23
Female	50	41	82.00	34	29	85.29
Total	718	654	91.09	639	587	91.86
Workers						
Male	775	0	0.00	705	0	0.00
Female	42	0	0.00	28	0	0.00
Total	817	0	0.00	733	0	0.00

EI-10.a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?-

Yes, In accordance with the Environment, Health and Safety Policy of the Company, an Occupational Health and Safety Management System has been implemented at all the manufacturing facilities. We have implemented Occupational Health and Safety management system certifiable to ISO 45001:2018 Standard at all plants. Also, the company encourages a culture of safety by providing health and safety trainings to employees and workers.

EI-10.b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?-

The Company has Environment, Health and Safety Policy (EHS Policy). The health and safety guidelines are applicable to all operating locations of the Company and lay down required parameters to be followed at all locations. Some of the key processes for identifying work-related hazards and assessing risks on a routine and non-routine basis are given below:

- i Hazard Identification and Risk Assessment (HIRA) is used for routine and non-routine activities.
- ii Manual Material Handling Assessment Chart (MAC) tool is used to identify hazards during manual material handling activities.
- iii Fire Risk Assessment is done for handling fire related risks.
- iv HSEM 4004 Hazard identification and risk analysis sheet is used to identify work related hazards and assess risks. The Company has developed a system for hazard identification and risk assessment based on key controls that can be used to assess risk and mitigate it. Risk assessment and safety audits are performed periodically.

EI-10.c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)-

Yes, all workers at plants can report work related hazards through an internal portal. All the work hazards reported are monitored and actioned upon through respective departments / plant heads / core team member. The risk analysis process is reviewed after incorporating new / revised risk control measures to ensure that the residual risk is up to an acceptable level. Hazard identification, risk assessment and risk control processes are carried out proactively (i.e. before introduction of new or revised activities or procedures). At non-manufacturing locations, the workers approach the department head to report any work-related hazards and to remove themselves from such risks. Corrective and preventive actions are initiated to mitigate safety risks.

EI-10.d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)-

Yes, All the locations of the Company have a visiting doctor for regular health check-up including eye check-ups. Also, the Company has tie-ups with hospitals in the vicinity of the area where it operates in case of any medical emergencies. Further, the Company has provided Mediclaim Facility to all its employees. All employees / workers are covered under the Company's accidental insurance also.

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

Safety Incident / Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	2	3
	Workers	7	8
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

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

In line with the Company's Environment, Health and Safety Policy, there are various measures taken to ensure access to a safe and healthy work-place to all the employees and workers, such as follows:

- i HSME 4004, Hazard identification and risk analysis is done for each process.
- ii All employees and workers are trained on safety aspects, which include First – aid, Fire – fighting, Onsite Emergency Plan etc.
- iii Safety committee meetings are conducted on monthly basis.
- iv Induction training is provided to each newly joined employee and workers on safety & healthy workplace.
- v The health and safety management system is based on ISO 45001 - the International Standard for Occupational Health and Safety at all the three manufacturing plants of the Company.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

EI-14. Assessments for the year:

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

EI-15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.-

No corrective actions were required to be taken post the assessments

Leadership Indicators

LI-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, the Company has extended Group Term Life (GTL) insurance to its "on roll" employees, whereas Group Personal Accident is provided to all its workers including contract employees.

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

The entity ensures adherence to statutory compliances related to workers, such as timely wage payment and Provident Fund. In case of non-compliances, stringent actions are taken against defaulter business partner. As per the business agreements / contracts and purchase orders, all vendors are obliged to make necessary statutory payments timely. The Company regularly verifies the payment made by vendors to various government authorities towards statutory payments internally or through third party audits. With such reviews, the Company internally rates the vendors on their compliance status.

LI-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:

Particulars	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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

LI-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)-

Yes, the critical employees having the intent to work beyond retirement are provided with extensions and onboarded as consultants / advisers. Mediclaim insurance is provided to retiring employees upto the age of 80 years.

LI-5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	95
Working Conditions	95

Remarks: We have only assessed our downstream value chain, which includes distributors and customers, based on these criteria. We have not yet assessed our upstream value chain, which includes suppliers.

LI-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.-

Based on the assessments done, no corrective actions were required to be undertaken.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****EI-1. Describe the processes for identifying key stakeholder groups of the entity.**

Stakeholders are identified on the basis of their immediate impact on the operations and working of the Company.

Currently, these groups include internal as well as external group of stakeholders and are identified as Shareholders, Employees & Workers and finally Value Chain Partners, which include vendors as well as distributors / customers.

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

S. No.	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
1	Shareholders	No	Annual General Meeting, Shareholders Meeting, Email, Letters, Website	Annual, periodic	Feedback on Operations & Performance
2	Investors (other than shareholders)	No	Investors Meetings, Email	Annual, periodic	Feedback on Operations & Performance
3	Employees and Workers	No	Emails, Calls, MD's Communication	Regular	Employee Engagement
4	Value Chain Partners	No	Email, Surveys	Annual	Engagements, Surveys
5	Communities	No	CSR initiatives & interventions	On-going	Local development & touching the lives of people.

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

We believe that consultation with our stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. Additionally, we have established a Corporate Social Responsibility Committee at the Board level that reviews progress periodically. Moreover, we provide shareholders with the opportunity to interact with all Board Members on an annual basis during Annual General Meeting. This enables us to keep a constant pulse on the needs and concerns of our stakeholders and ensures that we remain accountable to them.

LI-2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. We engage with various stakeholders to seek relevant expertise and support to address environment and social topics. We have put in place systems and procedures to identify, prioritize and address the needs and concerns of its stakeholders, across businesses in a continuous and consistent manner. We are committed to improve quality of life and create lasting value for society and thereby contribute to a sustainable future.

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

The Company identifies the disadvantaged, vulnerable and marginalized stakeholders on an ongoing basis. Any new proposed project or expansion is mapped by engaging the stakeholder proactively, specifically via, Corporate Social Responsibility activities. The Company is addressing the concerns of this vulnerable / marginalized stakeholder group through its CSR initiatives. We also provide training in welding to economically challenged people.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2023-24			FY2022-23		
	Total (A)	No. of employees / workers covered (B)	(B / A) %	Total (C)	No. of employees / workers covered (D)	(D / C) %
Employees						
Permanent	672	0	0.00	596	216	36.24
Other than permanent	46	0	0.00	43	0	0.00
Total Employees	718	0	0.00	639	216	33.80
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	817	0	0.00	733	0	0.00
Total Workers	817	0	0.00	733	0	0.00

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	(B / A) %	No. (C)	(C / A) %		No.(E)	(E /D) %	No.(F)	(F /D) %
Employees										
Permanent	672	0	0.00	672	100.00	596	0	0.00	596	100.00
Male	627	0	0.00	627	100.00	565	0	0.00	565	100.00
Female	45	0	0.00	45	100.00	31	0	0.00	31	100.00
Other than Permanent	46	0	0.00	46	100.00	43	0	0.00	43	100.00
Male	41	0	0.00	41	100.00	40	0	0.00	40	100.00
Female	5	0	0.00	5	100.00	3	0	0.00	3	100.00
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	817	665	81.40	152	18.60	733	585	79.81	148	20.19
Male	775	625	80.65	150	19.35	705	565	80.14	140	19.86
Female	42	40	95.24	2	4.76	28	20	71.43	8	28.57

EI-3. a. Details of remuneration / salary / wages, in the following format: Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	8	10,98,000	3	10,66,000
Key Managerial Personnel	2	48,56,000	0	0
Employees other than BoD and KMP	624	5,76,500	44	5,55,814
Workers	0	0	0	0

Remarks: The Company does not have any Permanent Workers on- roll, therefore, they are not included in the table.

EI-3. b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	8.38	8.82

EI-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, Ador has established a comprehensive Human Rights policy to address and manage human rights impacts, issues, and related matters, managed by Head HR & the team. The Company has implemented a robust Grievance Redressal mechanism to effectively address employee grievances concerning the Company’s policies and work environment. In addition to this, Ador has formulated a dedicated policy focused on preventing forced labor, sexual harassment and discrimination ensuring ethical recruitment practices, safeguarding data security and maintaining a safe and respectful workplace. Any reported incidents are thoroughly investigated by the Internal Complaints Committee, underscoring Ador’s commitment to maintaining a workplace free from human rights violations.

Policy link- <https://www.adorwelding.com/wp-content/uploads/2023/05/Human-Rights-Policy.pdf>

EI-5. Describe the internal mechanisms in place to redress grievances related to human rights issues.- Human rights principles, as enshrined in the United Nations Global Compact (“UNGC”), are embedded in our core values and system.

We have a framework that focuses on good governance. Our commitment to abiding by each law, ensuring timely payment of employee salaries, and providing equal opportunities without exception. Grievances are routed to the Human Resource Function. Necessary action is taken in line with underlying policies and regulations, applicable to the workplace. Also, we have Internal Complaints Committee under POSH Policy to redress the grievances, if any. Employees are encouraged to share their concerns with their reporting Manager or the Members of the Senior Management. Employees can reach out independently to the Human Resource function, if they so choose to. The Company has an open-door approach, wherein any employee, irrespective of hierarchy has access to the Senior Management.

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

Particulars	FY 2023-24			FY 2022-23		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has a Prevention of Sexual Harassment Policy (POSH) and a committee is set up for prevention of adverse consequences for the complainant. The Company has zero tolerance for sexual harassment at the workplace and has adopted a comprehensive policy on preventing, prohibiting and redressing sexual harassment of women at the workplace. We have established an Internal Committee (IC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. All employees and workers must undergo awareness sessions / workshops on the subject. Posters with contact information of Presiding Officer / Chairman of IC is displayed prominently in office or factory premises for employees / visitors. Members of IC are responsible for conducting inquiries related to such complaints, if any. The IC members conduct Quarterly meetings to keep abreast of new developments in related law and micro-learning sessions. Throughout the process, IC will safeguard the identities of all parties involved, as well as the contents of the complaints and inquiry proceedings.

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

Yes, all the business agreement and contracts, which are entered into by the Company with any party include relevant clauses on the affirmation of applicable regulatory requirements, which include human rights. The necessary due diligence is undertaken before any agreement / contract is entered into.

EI-10. Assessments for the year:

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

EI-11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

There was no issue or concern relating to child labour, forced labour, sexual harassment complaint, discrimination at workplace and wages less than the statutory limit. The Company monitors the compliances periodically.

Leadership Indicators

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

The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly creates awareness among its employees on the Code of Conduct, through various training programmes.

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

Training and awareness programmes and robust legal & regulatory compliance monitoring at all levels happens through our Safety Audit on periodical basis. Human Rights due-diligence will be conducted in FY 2024-25.

LI-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?

Planned steps are being taken to create the infrastructure support for Persons with Disabilities in offices & plants. The Company is committed to creating an inclusive environment that accommodates the needs of all individuals, ensuring that everyone can access our services and facilities comfortably & safely.

Policy link- <https://www.adorwelding.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf>

LI-4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour / Involuntary Labour	0
Wages	0
Others – please specify	NA

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

Based on the assessments undertaken, no corrective actions were required to be taken.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	2035.55	2133.41
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	2035.55	2133.41
From non-renewable sources		
Total electricity consumption (D)	52893.30	49753.65
Total fuel consumption (E)	21064.95	21732.87
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	73958.25	71486.52
Total energy consumed (A+B+C+D+E+F)	75993.80	73619.93
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.86 GJ / Lakh	0.95 GJ / Lakh
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	19.26 GJ / Lakh USD	21.01 GJ / Lakh USD
Energy intensity in terms of physical output	4.12 GJ / Number of Static Welding Equipment	5.30 GJ / Number of Static Welding Equipment
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Remarks: Values are in GJ.

EI-1. 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, no independent assessment has been carried out by the external agency.

EI-2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the entity does not have any facilities under PAT Scheme.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	25110.72	33125.49
(iii) Third party water	22217.02	14703.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	47327.74	47828.49
Total volume of water consumption (in kilolitres)	31957.84	35017.99
Water intensity per rupee of turnover (Water consumed / turnover)	0.3616 KL / Lakh	0.4508 KL / Lakh
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	8.099 KL / Lakh USD	9.993 KL / Lakh USD
Water intensity in terms of physical output	1.73 KL / Number of Static Welding Equipment	2.52 KL / Numbers of Static Welding Equipment
Water intensity (optional) – the relevant metric may be selected by the entity.	-	-

EI-3. 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

EI-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	2920.00	2810.50
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	12449.30	10000.00
(iii) To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	15369.30	12810.50

Remarks: Sewage treatment plant (STP) & Effluent Treatment Plant (ETP) are the level of treatment, which are followed to treat the surface Water and ground water discharged generated during manufacturing activity.

EI-4. 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

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

Yes, considering water as a crucial environmental resource, we have implemented initiatives across all manufacturing units to conserve and recycle water, ensuring Zero Liquid Discharge (ZLD). The entity has established ZLD mechanisms through Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP), which treat water and the treated water is used for gardening purposes. Additionally, we also have a ZLD system in place.

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

Parameters	Please specify Unit	Current Financial Year	Previous Financial Year
NOx	mg/m3	13.609	15.201
Sox	mg/m3	21.300	21.100
Particulate matter (PM)	mg/m3	73.118	80.124
Persistent organic pollutants (POP)	mg/m3	0.00	0.00
Volatile organic compounds (VOC)	mg/m3	0.00	0.00
Hazardous air pollutants (HAP)	mg/3	0.00	0.00
Others – please specify	NA	NA	NA

EI-6. 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

EI-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO2E & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	1267.09	1296.30
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	10431.70	9812.50
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	0.1324 TCO ₂ e / Lakh	0.1430 TCO ₂ e / Lakh
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	2.9650 TCO ₂ e / Lakh	3.1702 TCO ₂ e / Lakh
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / rupee of turnover	0.6339 TCO ₂ e / Number of Static Welding Equipment	0.7994 TCO ₂ e / Number of Static Welding Equipment
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO ₂ e	-	-

EI-7. 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

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

Yes, the Company is aligned to emissions management strategy with the global goals of minimising carbon footprint and mitigating climate change risks. Accordingly, processes are streamlined to move closer to the common goal. Reducing GHG emissions is not only a business imperative, but also forms a vital part of the Company's environmental strategy, going forward. With the use of renewable energy sources, there is a reduction in emissions.

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

Parameters	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	436.38	402.00
E-waste (B)	0.81	0.69
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	300.00	15.00
Battery waste (E)	0.50	0.51
Radioactive waste (F)	0.00	0.00
Other Hazardous waste.Please specify, if any. (G)	28.14 287 Number of empty barrell / containers	36.44 215 Number of empty barrell / containers
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1484.86	1210.23
Total (A+B+C+D+E+F+G+ H)	2250.69	1664.87
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.0255 MT / Lakh	0.0214 MT / Lakh
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	0.5704 MT / Lakh USD	0.4751 MT / Lakh USD
Waste intensity in terms of physical output	0.1220 MT / Numbers	0.1198 MT / Numbers
Waste intensity (optional) the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste – Plastic		
(i) Recycled	46.38	28.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	46.38	28.00

Parameters	FY 2023-24	FY 2022-23
Category of waste - E-Waste		
(i) Recycled	0.81	0.69
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.81	0.69
Category of waste - Bio-medical waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
Category of waste - Construction and demolition waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
Category of waste - Battery waste		
(i) Recycled	0.02	0.51
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.02	0.51
Category of waste - Radioactive waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
Category of waste - Other Hazardous waste		
(i) Recycled	28.00	36.30
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	28.00	36.30
Category of waste - Other Non-Hazardous waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – Plastic		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	390.00	374.00
Total	390.00	374.00

Parameters	FY 2023-24	FY 2022-23
Category of waste - E-Waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	0.00	0.00
Category of waste - Bio-medical Waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	0.00	0.00
Category of waste - Construction and demolition waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	300.00	15.00
(iii) Other disposal operations	0	0
Total	300.00	15.00
Category of waste – Battery		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.48	0.00
Total	0.48	0.00
Category of waste - Radioactive		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	0.00	0.00
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	287 number of Empty barrell / containers	215 number of Empty barrell / containers
(ii) Landfilling	0.14	0.14
(iii) Other disposal operations	0.00	0.00
Total	0.14	0.14
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	1484.86	1210.23
Total	1484.86	1210.23

EI-9. 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

EI-10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.-

The company has implemented a standard operating procedure to reduce waste and regularly ensures to promote responsible waste management practices. Kindly refer Principle 2 EI 3 of this report for detailed procedure of waste management.

EI-11.If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Not Applicable		

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

S. No.	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
1	Not Applicable					

EI-13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes

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

Leadership Indicators

LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): (i) Name of the area
Not Applicable

LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): (ii) Nature of operations
Not Applicable

LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Water withdrawal, and consumption in the following format:

Parameters	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

LI-1. 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

LI-2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:

Parameters	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ E	0	0
Total Scope 3 emissions per rupee of turnover	MTCO ₂ E / rupee of turnover	0.00 MTCO ₂ E / Lakh	0.00 MTCO ₂ E / Lakh
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MTCO ₂ E / Number of Static Welding equipment	-	-

LI-2. 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

LI-3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.- Not Applicable

LI-4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Install Roof Solar 0.5 MW	http://kiosk.datareadings.com/8YzJGq1r/overview	Reducing the greenhouse gas emission by 273 MT per year
2	Install Drip Irrigation System (for Watering In Garden from STP Outlet)		25% water saving over the last year

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

Yes, HSEM 1002 CH 11 in case of Fire in Factory Premises: This includes sequence of activities to be carried out spontaneously in a chronological order, whenever fire emergency exists. Inform security staff immediately. Inform Incident controller on site immediately. Identify type of fire & select suitable fire extinguisher from nearby location (as per fire extinguisher guide/ Display provided in prominent areas at site), Operate Portable fire extinguisher, extinguish the fire and assess the situation, if situation is alarming call fire brigade by dialling fire control room (101) / nearest fire station.

Raise the Siren: intermittent high & low pitch sound for one minute

Location: Ensure that the factory gate is clear and open for fire brigade van and no vehicle is standing in between the entry road. In case of injury to any person, give first aid and shift the victim to the nearby hospital by an emergency vehicle, which is always available.

LI-6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There has not been any noticeable / known adverse effect or impact on Environment from our Value Chain partners. We believe that they are all aware of the Environmental & Safety norms and must be adhering to the same.

LI-7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.- Not done

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

EI-1.a. Number of affiliations with trade and industry chambers / associations.- 2

EI-1.b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.

S. NO	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State / National)
1	Bombay Chamber of Commerce and Industry (BCCI)	State
2	Association of Welding Products Manufacturers (AWPM)	National

EI-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.

S. No.	Name of authority	Brief of the case	Corrective action taken
1	Not Applicable		

Leadership Indicators

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

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

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

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

S. No.	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
1	Not Applicable					

EI-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 the Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Not Applicable					

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

For FY 2022-23 and 2023-24, there were no grievances reported from the community. While the Company does not currently have a formal mechanism to address community grievances, however we are considering developing one in the future.

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs / small producers	41%	31%
Sourced directly from within India	84%	89%

EI-5. Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	Current Financial Year	Previous Financial Year
Rural	0	0
Semi-urban	1.24%	0.50%
Urban	56.74%	49.36%
Metropolitan	42.02%	50.14%

Leadership Indicators

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

S. No.	Details of negative social impact identified	Corrective action taken
1	Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	NIL		

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

LI-3.b. From which marginalized / vulnerable groups do you procure?- Currently, we are not procuring from marginalized / vulnerable groups.

LI-3.c. What percentage of total procurement (by value) does it constitute?- NA

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not Applicable			

LI-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.

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	Not Applicable		

LI-6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Additional salary to the school teachers at Advani Oerlikon Higher Secondary School, Birgaon, Raipur	12	0
2	Refurbishment of Girls Washroom at Advani Oerlikon Higher Secondary School, Birgaon, Raipur	1,300	0
3	Providing Umbrellas to Anganwadi Workers at Silvassa through (Department of Social Welfare (Women & Children Development))	303	0
4	Supporting people affected / displaced due to Biparjoy Cyclone, through Mahila Seva Trust	-	0
5	Education, Women Empowerment, Skill Development & Healthcare Activities through Ador Foundation	-	0
6	Providing assistance to Baby Viaashka Chavan, an innocent child suffering from a deadly disease, through Nanhi Pari Foundation.	1	0
7	Assisted a 6-Month Old Girl Child suffering from Ca-Retinoblastoma (eye cancer) through Nanhi Pari Foundation	1	0
8	Education to underprivileged children through U & I Trust	-	0
9	Sponsoring education of 10 tribal students at Silvassa through Akhil Bharatiya Varvasi Kalyan Ashram	10	0
10	Sponsoring annual educational expenses of 10 students through Ajit Foundation	10	0
11	Sponsoring annual educational expenses of 6 underprivileged girl students through Shiksha Foundation	6	0
12	Working for Special / disabled Children through Madhuban Matimand Bahuvikalang Samajik Santha	-	0
13	Working towards supporting women, who stay in slums areas (like providing soft skill training & placements), through Vipla Foundation	-	0
14	Sponsoring infrastructural development at a rural school in Satara	139	0
15	Providing pressure cookers to the families of Anganwadi Workers through (Department of Social Welfare (Women & Children Development))	144	0
16	Financial assistance for providing mental health to the low-income group people through the Institute of Psychological Health (IPH)	2	0

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Consumer Complaints Resolution: a well-established system viz. Customer Care Centre (CCC) is in place for dealing with customer feedback and complaints. Customers are provided various options to connect with the Company through Zendesk platform, WhatsApp, e-mails, telephone, website, social media, feedback forms etc. All complaints are appropriately addressed, and efforts are taken to resolve the same in a timely manner. Around 75% of the complaints were related to application issue (lack of knowledge of customer / their welder). The application issues were all addressed and resolved within maximum of 48 hours through online consultation or physical visits by technical experts from the related plants. All the complaints are efficiently attended by our cross functional team (plant Customer Care / plant QC team / plant production / TDC {R&D} team) along with our service team. Further, we conduct regular meetings with customer representatives for understanding the nature of difficulties faced by our customers. Based on the feedback of representatives, we suggest welding parameters specific to the customer’s job, provide demonstration to the welders at customer’s premises as well as replace specific lot, if required, in order to satisfactorily resolve the complaints. Corrective & preventive actions are taken and shared with the customers as well.

Consumer Feedback: We do have a system in place to get feedback from our customers, which is through our Sales and Service team. A feedback sheet is sent to the customers, to give their views / feedback on our services, including product quality, cost and timely delivery, amongst other things. In the said feedback sheet, the customer can rate our services in the scale from “poor to excellent” and has to also mention their expectations, if any. In addition to this, we also carry out survey through electronic media from time-to- time to get customer feedback. Upon receipt of feedback, the same are analyzed and a suitable action plan is formed for improvements. We have not carried-out any consumer survey / consumer satisfaction survey in the last Financial Year 2023-24. However, we have collected customer feedback forms / performance letters from our customers / vendors.

EI-2. Turnover of products and / services as a percentage of turnover from all products / service, that carry information about:

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Category	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Category	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

EI-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

Policy Link: <https://www.adorwelding.com/wp-content/uploads/2023/10/Data-Privacy-Management-Policy.pdf>

EI-6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.- NA**EI-7. Provide the following information relating to data breaches**

- Number of instances of data breaches along-with impact-** Zero numbers of such Instances.
- Percentage of data breaches involving personally identifiable information of customers-** No instances of data breaches.
- Impact, if any, of the data breaches-** There were no instances of data breaches, hence impact of the same is Nil.

Leadership Indicators

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

Information of the Company's products and services can be accessed through the following channels:

- Company Website: Welding Products & Services (<https://www.adorwelding.com/>)

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

Instructions about safe & responsible usage are available in the operational manual of each product. Information content includes : 1. Introduction 1.a. Precautions & do`s -don`ts 1.b. Welding sparks 1.c. Fumes 1.d. Burns 1.e. Explosions 1.f. Gas Cylinders 1.g. Pressure Regulators 2. Electric Shock 3. Radiations 4. Electric & Magnetic field information 5. Disposal of Electronic / electrical Equipment's -hazardous, non-hazardous 6. Commissioning & usage process, Step wise information available in operation & instruction manual.

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

Regular circulars are sent from the corporate marketing office via email to inform the customers about the risk of disruption or discontinuation of essential services.

LI-4. Does the entity display product information on the product over & 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)-

Yes, we diligently adhere to all guidelines stipulated by the Legal Metrology and Weights & Measures Act and ensure that accurate & compliant product information is displayed. Additionally, we prioritize transparency and consumer trust by providing comprehensive details beyond legal requirements, where feasible. While we have not conducted any surveys regarding consumer satisfaction pertaining to our major products / services or significant operational locations, we do have a grievance mechanism in place. Stakeholders can raise their complaints or any other issues, through our dedicated email address: care@adorians.com.