

## Annexure I

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

(Data as on 31.03.2023)

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the Listed Entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Company	L31300MH1989PLC054356
2	Name of the Listed Entity	Precision Wires India Limited
3	Year of Incorporation	1989
4	Registered address	Saiman House, J.A. Raul Street, Off Sayani Road, Prabhadevi, Mumbai-400 025
5	Corporate Address	Same as above
6	E-mail id	<a href="mailto:investorgrievances@pwil.net">investorgrievances@pwil.net</a> / <a href="mailto:mumbai@pwil.net">mumbai@pwil.net</a>
7	Telephone	022-24376281
8	Website	<a href="http://www.precisionwires.com">www.precisionwires.com</a>
9	Financial year for which Reporting is being done	2022-2023
10	Name of the Stock Exchange where Shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid Up Capital	Rs.17,86,57,975
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any query on the BRSR report	1. Smt. Deepika Pandey - Company Secretary & Compliance officer Email: <a href="mailto:deepika@pwil.net">deepika@pwil.net</a> 2. Shri Milan Mehta - Vice Chairman & Managing Director Email Id: <a href="mailto:milan@pwil.net">milan@pwil.net</a>
13	Reporting boundary	The disclosures under this report made on a standalone basis

##### II. Products/Services:

##### 14. Details of business activities:

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Insulated enamelled winding wire made of copper and other insulated electric conductors (HS Code 8544)	100%

##### 15. Products/Services sold by the entity:

Sr. No.	Products/Services	NIC Code	% of total Turnover contributed
1	Insulated enamelled winding wire made of copper and other insulated electric conductors	27320 (HS Code 8544)	100

##### III. Operations:

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

Location	Number of plants / Operations	Number of Offices*	Total
National	4	5	9
International	-	-	-

\* including depots

##### 17. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of States)	23
International (No. of Countries)	17

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

- i. Net Revenue from operations (In Lakhs) : Rs. 3,03,357.90
- ii. Exports for the year (in Lakhs) : Rs. 30,855 (10.17% of the net revenue)

##### c. A brief on types of Customers:

PWIL caters directly major quantity to static and rotating Electric Machinery Industry-OEM's in domestic Market. Company has developed long term business relationship PWIL also caters to retail market through its depots. Exports also directly to overseas customers.

**BUSINESS RESPONSIBILITY REPORT**
**IV. Employees**
**18. Details as at the end of the Financial Year:**
**a. Employees and Workers (including differently abled)**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES*</b>						
1.	Permanent	648	636	98.2%	12	1.8%
2.	Other than permanent	158	158	100%	–	–
3.	<b>Total Employees</b>	<b>806</b>	<b>794</b>	<b>98.5%</b>	<b>12</b>	<b>1.5%</b>
<b>WORKERS</b>						
4.	Permanent	–	–	–	–	–
5.	Other than permanent	–	–	–	–	–
6.	<b>Total Workers</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>

\* The employees includes workmen and staff

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent	NA	–	–	–	–
2.	Other than permanent	–	–	–	–	–
3.	<b>Total differently abled employees</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent	–	–	–	–	–
5.	Other than permanent	–	–	–	–	–
6.	<b>Total differently abled Workers</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.68%
Key Management Personnel	2	1	50%

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total
Permanent Employees including staff and workers	61	3	64	35	1	36

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**21. Names of holding/subsidiary /associate companies/ joint ventures: *Not Applicable***
**VI. CSR Details:**

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover: Revenue from operations (In Rs. Lakhs) : Rs. 3,03,357.90
- iii. Net Worth (in Rs. Lakhs): Rs. 45,030.90

**VII. Transparency and Disclosures Compliances:**
**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Every business operates in an environment influenced by multiple stakeholders. We are committed to be open and transparent in our communication with all our stakeholders in disseminating information in a fair and timely manner. However, there can be times when our stakeholders have some concerns/grievances. We truly acknowledge this and therefore provide them with appropriate channels to raise their grievances so that these can be received and resolved in timely and best possible manner. During the financial year, we received a few grievances from our Stakeholders which were resolved during the year. There are no pending grievances from any of the Stakeholders of PWIL at the end of the financial year.

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If yes, provide a Weblink	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	No	0	0	-	0	0	-
Shareholders	Yes <a href="http://precisionwires.com/policies/">http://precisionwires.com/policies/</a>	11	0	-	4	1	-
Employees and workers	Yes <a href="mailto:hr@pwil.net">hr@pwil.net</a>	0	0	-	0	0	-
Customers	Yes <a href="mailto:marketing@pwil.net">marketing@pwil.net</a> & <a href="mailto:marketingstrip@pwil.net">marketingstrip@pwil.net</a> & <a href="mailto:export@pwil.net">export@pwil.net</a>	0	0	-	0	0	-
Value Chain Partners	No	0	0	-	0	0	-
Other (please specify)		-	-	-	-	-	-

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

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

Sr. 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.	Environmental	R		The Company complies with all Environmental Regulations. Our major manufacturing facilities is located at Silvassa DNH, Company holds ISO 14001 (environmental). Both at Palej (Gujarat holds ISO 9001) and Silvassa (DNH) Plant, Company holds and Complies with the environmental regulations.	Negative
2.	Social	R		1. The Company complies with relevant labour laws and regulations. 2. The Company undertakes wide range of activities in respect CSR in Companies Act, 2013.	Negative
3.	Governance	R		Company has in place Audit and Nomination & Remuneration Committee constituted of only Independent Director. Besides this the Company has polices Related Party Transactions, CSR, Risk Management, Prevention of Trading by Insiders, Whistle Blower Policy, Prevention of Sexual Harassment and Code of Conduct for Directors, KMP and SMP. Our major manufacturing center is Silvassa DNH, which holds ISO 9001, 140001, 16949.	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) -	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	-								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Company has IATF 16949: 2016, ISO 14001:2015 and ISO 9001:2015. Company also has UL certification for several of its products.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								

**BUSINESS RESPONSIBILITY REPORT**

Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ) Precision Wires India Limited (The Company) is committed to conducting its business in accordance with the applicable laws, rules and regulation along with the high standards of Business ethics. The Company should remain continuously engaged with customers to provide value in a responsible manner. – Shri Milan Mehta, Vice Chairman and Managing Director																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).										Shri Milan Mehta - Vice Chairman and Managing Director & Smt. Deepika Pandey - Company Secretary and Compliance Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.										No, however both Audit and Nomination and remuneration Committee are constituted of Independent Non-Executive Director. The Chairman of Stakeholder Relationship Committee and Member of CSR committee are also Independent Non-Executive Director. The Managing Director has also constituted informally various Committees of Executives to have regular frequent meetings in respect of vital and important issues pertaining to business operations of the Company.								
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly/Annually and on operational issue frequently (informal meetings)								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly/Annually and on operational issue frequently (informal meetings)								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										N	N	N	N	N	N	N	N	N
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)										-								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/No)																		
Any other reason (please specify)																		

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Global business, strategy and planning, Governance, organizational capacity building, risk management and compliance	100%
Key Managerial Personnel	10	All the statutory and regulatory development, changes and amendment	100%
Employees other than BoD and KMPs, Workers	2	Legal Compliance including prohibition of corruption, bribery labour and ethics, Fire and Safety, Awareness on production activity, Security and Safety Practices	90%

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			NIL		
Settlement			NIL		
Compounding fee			NIL		
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			NIL		
Punishment			NIL		

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

NOT APPLICABLE

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. <https://precisionwires.com/policies/>

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

	FY 2022-23	FY 2021-22
Director	None	None
KMP's	None	None
Employees	None	None
Workers	None	None

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of conflict of interest of Director	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-

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

NOT APPLICABLE

### LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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, Chairman of Audit and Nomination & Remuneration Committee are Non-Executive Independent Director. Both Audit and NRC are constituted of three each Non-Executive Independent Director.

- Code of Conduct for Board of Directors, Key Managerial Personnel and Senior Management Personnel.
- Policy on Related Party Transactions.
- Nomination and Remuneration Policy.

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**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**
**ESSENTIAL INDICATORS:**

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

	2022-23	2021-22	2020-21
R&D	NIL	NIL	NIL
Capex	NIL	NIL	NIL

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

Yes.

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

More than 90% primary inputs are directly sourced/ purchased from local large scale reputed manufacturers.

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.

a. **Plastics (including packaging):** Plastic and wooden packing materials are re-used multiple times.

b. **E-waste:** E-waste is disposed in accordance with prescribed rules and regulations.

c. **Hazardous Waste:** Hazardous Waste is disposed in accordance with prescribed rules and regulations.

d. **Other Waste:** Other waste disposed suitably.

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. Planning to submit application soon. Steps were taken by the Company to collect waste & scrapped plastic packaging material.

Due to higher import/domestic purchase of raw materials in plastic packaging, resulted in higher plastic packaging.

Company plans to reduce such waste of plastic packaging material and have initiate dialogues with suppliers. .

**LEADERSHIP INDICATORS**

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

No.

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.

–

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	
	2022-23	2021-22
* Plastic reels and some other packaging Materials	Less than 1%	Less than 1%

\* Value cannot be exactly quantified.

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:

	2022-23			2021-22		
	*Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (In MT)	–	–	–	–	–	–
E-waste (In MT)	–	–	0.38	–	–	0.46
Hazardous Waste (In MT)	–	–	255.05	–	–	162.67
Other Waste:	–	–	–	–	–	–
Battery (in Nos.)	–	–	231	–	–	819
Used Oil (in Liters)	–	–	1,240	–	–	750

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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

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

Category	% of employees covered by										
	TOTAL (A)	*Health insurance		Accident insurance		Maternity benefits**		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	636	584	92%	636	100%	-	-	-	-	-	-
Female	12	-	-	12	100%	12	100%	-	-	-	-
<b>Total</b>	<b>648</b>	<b>584</b>	<b>90%</b>	<b>648</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	158	-	-	158	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>158</b>	-	-	<b>158</b>	<b>100%</b>	-	-	-	-	-	-

\* Reimbursement of premium for Health Insurance is given by the Company.

\*\* During the year no female employee has availed the maternity benefits.

# Employees includes workmen and staff

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

Category	% of Worker covered by										
	TOTAL (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-23			FY 2021-22		
	*No. of employees covered as a% of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	*No. of employees covered as a% of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.92%	-	Yes	97.98%	-	Yes
Gratuity	98.46%	-	Yes	97.47%	-	Yes
*ESI	1.85%	-	Yes	2.02%	-	Yes
Others-Please specify	-	-	-	-	-	-

\* Total Employees Includes workers. Further in the union territory of Daman, Diu and Dadar Nagar Haveli and Palej ESI is not implemented.

## 3. Accessibility of workplaces

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

Currently we do not have any differently abled employees and workers.

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

Yes. During the above periods we did not have any person with disabilities.

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	-	-	-	-
Female	-	-	-	-
<b>Total</b>	-	-	-	-

\*During the year no parental leave was availed.

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

To	Yes/No If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. We have a mechanism to ensure that any grievances are addressed promptly and effectively through the concerned HR Department/Person.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)*	% (B / A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)*	% (D / C)
<b>Total Permanent Employee*</b>	<b>648</b>	<b>260</b>	<b>40.12%</b>	<b>593</b>	<b>260</b>	<b>43.84%</b>
- Male	636	260	40.88%	584	260	44.52%
- Female	12	-	0%	9	-	0%
<b>Total Permanent Workers</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

\* As per the last agreements with the Unions.

# Employees includes workmen and staff

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

Category	FY 2022-23					FY 2021-22				
	TOTAL (A)	On Health and safety measures		On Skill upgradation		TOTAL (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	794	669	84.26	669	84.26	-	-	-	-	-
Female	12	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>806</b>	<b>669</b>	<b>83.01</b>	<b>669</b>	<b>83.01</b>	-	-	-	-	-
<b>Workers</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Employees include workmen and staff.



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

Benefits	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-

\*Note: Career development of all employees and workers is done through annual appraisal System

## 10. Health and safety management system:

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

We have an Internal Health and Safety Management System.

## 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 following process are used to identify work related hazards & Assess risk on routine and non-routine basis by Company:

- i. Health and Safety Risk Assessment periodic audit.
- ii. General Safety Rules
- iii. Regular Training of the Employees
- iv. Periodic Health and Safety Meetings
- v. Regular Factory Rounds to identify and assess work related hazards and take counter measures.
- vi. Regular safety assessment, preventive maintenance and calibration of equipments

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

Yes.

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

Yes.

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

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

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

The following measures are taken by the entity to ensure a safe and healthy work place:

- i. Provisions of adequate ventilation, lighting, machine guards and exhaust System at workplace
- ii. Provision for clean drinking water
- iii. First Aid Kits at various locations
- iv. Personal protective equipments have been provided
- v. Awareness is created through display of signage, precautionary boards, training of fire & safety, health and first aids
- vi. periodical health check ups of employee.

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

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

**14. Assessments for the year:**

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

**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.**

The following corrective actions taken or underway :

- (i) SOP's were being displayed in the workplace & educated the employees;
- (ii) Organized Safety training programs to create the awareness on safety;
- (iii) Employees have been advised to wear the PPE's in the workplace;
- (iv) Work instructions & Safe Work Practices were made & readily available.
- (v) Safety Inspection are being carried out on regular basis;
- (vi) Emergency evacuation plan is in place
- (vii) Elaborate Fire Fighting Systems in the Plants

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

- A. Employees - Yes
- B. Workers - Yes

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

Proof of payment of EPF by Labour Contractors are obtained from time to time.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	–	–	–	–
Workers	–	–	–	–

**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?**

No.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	None
Working Conditions	

**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**

Nil.

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

PWIL has identified key Stakeholder groups such as Employees, Suppliers, Customers, Shareholders/Investors, Lenders, Local Community surrounding the operations, Disadvantaged and Marginalized sections of Society and Government/Regulatory Agencies.

**Following steps are followed to identify and prioritize the key stakeholders.**

Key Stakeholders have been identified and prioritised depending upon their impact on the business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Written/Verbal Communications, SMS, WhatsApp, Newspaper, Pamphlets, Community meetings, advertisement, 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
Employees	No	Meetings, Emails, Notice Board, Written/ Verbal Communications, WhatsApp	Whenever required	Operations, Training, Environmental, Health and Safety, Quality, Production, Process Control, Complaints, Wastages, Audit, Certifications, Customer, Supplier and other Stakeholder related, Statutory and Legal Compliance, HR Related matters etc.
Supplier	No	Meetings, Emails, Written/Verbal Communications, SMS, WhatsApp	Whenever required	Quality, Cost, Logistics, Accounts and Payment related, Statutory and Legal Compliances etc.
Customer	No	Meetings, Emails, Written/ Verbal Communications, SMS, WhatsApp	Regular	Quality, Cost, Logistics, Accounts and Payment related, Statutory and Legal Compliances, New Product and Business Development etc.
Investor/Shareholder	No	Newspaper, Advertisement, Website, submissions, Annual report, SMS, Emails, Meetings	In accordance with statutory and legal Compliance and in addition to that whenever required	Quarterly and Annual Financial Performance, Important updates, Mandatory/Statutory Communications, Addressing Complaints and Queries etc
Lenders	No	Meetings, Emails, Written/Verbal Communications, SMS, WhatsApp	Regular	Day to day Banking and other financial matters, Statutory and legal Compliances, Documentation, Business Updates etc.
Government and Regulatory Authorities	No	Meetings, Emails, Written/Verbal Communications, Statutory Returns and Forms, Periodic Uploading/Submission of information as required, Applications for permissions/ renewal, Replies to Notices/ Letters etc.	Regular	Statutory and Legal Compliances
Local Community	No	Meetings, Written/Verbal Communications, Emails	Regular	Day to day operational and HR related issues, Corporate Social Responsibility related issues etc.
Disadvantaged and Marginalized	Yes	Meetings, Written/Verbal Communications, Emails	As and when required	Corporate Social Responsibility

**LEADERSHIP INDICATOR****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**

PWIL Board of Directors has delegated day to day engagement with the Stakeholders on economic, environmental and social topics to the Management. Key updates from such engagement are shared with the Board during the Board Meetings and respective Committee meetings. The Board gives necessary directions to the Management as required upon receiving such updates.

**BUSINESS RESPONSIBILITY REPORT**

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.

For example, based on our engagement with local community, the Board and Management of the Company decided to specifically undertake CSR benefiting the local community at Silvassa, UT of DNH and Palej, District Bharuch, Gujarat and Mumbai, Maharashtra as under:

- Adopted two Aanganwadis for Child Welfare and eradication of Malnutrition
- Development of Primary Health Centre at village Amboli, UT of DNH, Silvassa
- Providing facilities of Galvanised tank to Palej Gram Panchayat
- Assisted in project promoting Women Empowerment and Gender Equality
- Assisted in project for Eradication of Hunger, Poverty and Malnutrition
- Contribution to Tata Memorial Hospital Mumbai for promoting Healthcare and Research
- Contribution to IIT Bombay for promoting Healthcare and Research

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

Please refer to Point no. 2 above.

**PRINCIPLE 5: Businesses should respect and promote human rights**
**ESSENTIAL INDICATOR**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	648	532	82.10	593	-	-
Other than permanent	158	137	86.71	151	-	-
<b>Total Employees</b>	<b>806</b>	<b>669</b>	<b>49.14</b>	<b>744</b>	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-

\*Formal and Informal trainings on human rights issues are conducted through out the year. Employees includes workmen and staff.

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

Category	2022-23					2021-22				
	TOTAL (A)	Equal to Minimum Wage		More than Minimum Wage		TOTAL (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	648	-	-	648	100%	593	-	-	593	100%
Male	636	-	-	636	100%	582	-	-	582	100%
Female	12	-	-	12	100%	11	-	-	11	100%
Other Permanent than	-	-	-	-	-	-	-	-	-	-
Male	158	-	-	158	100%	151	-	-	151	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other Permanent than	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

\* Employees Includes workers and staff

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Rs. in Lakhs)	Number	Median remuneration/salary/wages of respective category (Rs. in Lakhs)
*Board of Directors (BoD)	3	164.48	1	–
Key Managerial Personnel	2	13.30	1	–
**Employees other than BoD and KMP and Worker	643	3.71	11	3.81

\* Board of Directors figures excludes Independent Directors, who are eligible only for Sitting fees.

\*\*Employees exclude contract workmen.

## 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)

No.

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

No separate mechanism exists in the Company for Redressal of Human Rights Issues. However, the employees can raise the issue concerned HR Department.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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	–

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

We have internal safeguards to ensure that in case of complaint in discrimination and harassment cases, the Complainant does not face adverse consequences.

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

Yes

## 9. Assessment for the Year

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

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

Not Applicable

**LEADERSHIP INDICATORS**

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

–

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

–

## 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

–

**BUSINESS RESPONSIBILITY REPORT**
**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not Assessed
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others - please specify	

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

NA

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**
**ESSENTIAL INDICATORS**
**1. Details of total energy consumption (in Rs.in Lakhs) and energy intensity, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	3,203.01	2,403.24
Total fuel consumption (B)	90.07	58.25
Energy consumption through other sources (C)	NIL	NIL
<b>Total energy consumption (A+B+C)</b>	<b>3,293.08</b>	<b>2,461.49</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	Rs. 0.01 per rupee of turnover	Rs. 0.01 per rupee of turnover

• Only Silvassa and Palej data.

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

No.

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

No

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater (borewell)	30865	32196
(iii) Third party water	1388	1098
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>32253</b>	<b>33294</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>32253</b>	<b>33294</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.000001 KL per rupee of turnover	0.000001 KL per rupee of turnover

\* Above mentioned is the data of water consumption of our factories.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**  
**If yes, name of the external agency: NO**
**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**
**5. \*Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	<= 25 mg/Nm3	Within limit	Within limit
Sox	< =40 mg / Nm3	Within limit	Within limit
Particulate matter (PM)	< =150 mg / Nm3	Within limit	Within limit
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

\* No data is available currently;

## BUSINESS RESPONSIBILITY REPORT

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

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

Our Enamelling Machines are Equipped with Catalytic Combustion and Heat Recirculation Systems, which Result in Reduction of Green House Gas Emissions.

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

Parameter	FY 2022-23	FY 2021-22
<b>*Total Waste generated (in metric tonnes)</b>		
#Plastic waste (A)	–	–
E-waste (B)	0.38	0.46
Bio-medical waste (C) (In Nos.)	–	–
Construction and demolition waste (D)	–	–
Battery waste (E)	231	819
Radioactive waste (F)	–	–
<b>Other Hazardous waste. Please specify, if any. (G)</b>		
Waste or Residues Containing Oil, Process Waste Residue and Sludges, Chemicals Sludges from waste water Treatment (Gross Weight)	18.30	10.86
Used Oil (In Ltrs.)	1240	750
Oily Mud Containing Particle of Copper	8.03	9.64
Hazardous Waste-Ferrous Waste and Scrap, Empty Barrels, Waste and Scrap Plastic Bags, Waste and Scrap of old used Empty MS Drums.	28.60	19.42
Solvent / Methanol Waste	23.21	20.74
Industrial Water waste	176.91	102.01
<b>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</b>		
Ferrous Wastes	428.71	63.73
Wooden Wastes	274.17	250.04
Paper and Paperboard Waste	17.73	20.43
Miscellaneous Waste	19.63	0.01
<b>Total (except Battery waste and used Oil)</b>	<b>1097.77</b>	<b>604.25</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	–	–
(ii) Re-used	–	–
(iii) Other recovery operations	–	–
<b>Total</b>	–	–
<b>*For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	–	–
(ii) Landfilling	–	–
(iii) Other disposal operations	–	–
<b>Total</b>	–	–

# The data relating to Plastic waste is under compilation

\* Data pertains to disposal of waste.

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

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

Please refer Serial No.3 of Leadership Indicator under Principal 2.

**BUSINESS RESPONSIBILITY REPORT**

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

Sr. 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.
Not Applicable			

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

Name and brief details of Project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

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

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

**LEADERSHIP INDICATORS**

1. Provide break-up of the total energy consumed (in Rs. lakhs) from renewable and non-renewable sources, in the following format

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
*Total Eelectricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption*(D)	3203.01	2403.24
Total fuel consumption (E)	90.07	58.25
Energy consumption through other sources (F)	NIL	NIL
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>3293.08</b>	<b>2461.49</b>

\* During the year FY 2022-23 we have utilizes about 9.00 lakhs KWH and for FY 2021-22 8.4 lakhs KWH solar energy generated (renewable), the exact amount of which cannot be determined.

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

2. \*Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	176.910	102.010
- No treatment	-	-
- With treatment - please specify level of treatment	Multi Effect Evaporator (MEE)	Multi Effect Evaporator (MEE)
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>176.910</b>	<b>102.010</b>

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



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

Not Applicable

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

- (i) Name of the area: NA
- (ii) Nature of operations: NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	<b>Not applicable as we do not have any plants/facility in water stressed areas as mentioned by government bodies</b>	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	<b>Not applicable as we do not have any plants/facility in water stressed areas as mentioned by government bodies</b>	
– No treatment		
– With treatment -please specify level of treatment		
(ii) Into Groundwater		
– No treatment		
– With treatment -please specify level of treatment		
(iii) Into Seawater		
– No treatment		
– With treatment -please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment -please specify level of treatment		
(v) Others		
– No treatment		
– With treatment - please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Available	Not Available
<b>Total Scope 3 emissions per rupee of turnover</b>		Not Available	Not Available
<b>Total Scope 3 emission intensity</b> (optional) - the relevant metric may be selected by the entity		Not Available	Not Available

\* Details not available

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

No

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

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

The Company is in process of implementation of succession plan for Business continuity. Manager/executives and workers are being trained for Disaster eventuality. The Company has a Business Continuity and Disaster Management plan which includes procedures and instructions to maintain business functions or to quickly resume them in the event of a major disruption, whether caused by a fire, flood or any other act of god.

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

Continuous Training

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

None

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

**ESSENTIAL INDICATORS:**
**1. a. Number of affiliation with trade and industry chambers/association:**

Nine

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Winding Wires Manufactures Association of India	National
2	Indian Electrical and Electronics Manufacturers Association	National
3	Bombay Metal Exchange	National
4	Silvassa Industries Association	State
5	Silvassa Industries Manufacturers Association	State
6	Dadra Nagar Haveli Industries Manufacturers Association	State
7	Palej Industrial Estate Association	State
8	Engineering Export Promotion Council	National
9	All India Association of Industries	National

\* exact number of members of each body is not known.

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities**

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

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

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

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

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

Details of project	Notification No.	Notification	Conducted by independent external agency (Yes / No)	Communicated in public domain (Yes / No)	Web Link
Nil					

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

Nil

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

Through our recognised mail id i.e. [grievances@pwil.net](mailto:grievances@pwil.net)

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	Yes, from local sources i.e. MSME's, small producers and Service providers.	
Sourced directly from within the district and neighboring districts		

**LEADERSHIP INDICATORS**

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

Details of negative social impact identified	Corrective action taken
None	

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

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

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No): Yes, from local sources i.e. MSME's, small producers and Service providers.  
 (b) From which marginalized /vulnerable groups do you procure?: MSME's, Small Producer/contractors, service providers including logistic providers.  
 (c) What percentage of total procurement (by value) does it constitute? Cannot be determined exactly
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:

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

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

Name of authority	Brief of the Case	Corrective action taken
None		

6. Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Please refer to our CSR Annual report from Page 41 to 43, of our Annual Report for FY 2022-23			

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

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

The Company is mainly in B2B Business. We have well established system to resolve customer complaints and obtain feedback from them.

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

	As a percentage to total turnover
Environmental and Social parameters relevant to product	-
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of 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	-

**BUSINESS RESPONSIBILITY REPORT**
**4. Details of instances of product recalls on account of safety issues**

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

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

No. We are in the process adopting framework.

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

Nil

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

[www.precisionwires.com](http://www.precisionwires.com)

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

Frequent visits by our technical/marketing officers to the factories of Customers.

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

By Communicating through e-mails, WhatsApp and Telephone.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

No

**5. Provide the following information relating to data breaches:**
**a. Number of instances of data breaches along-with impact**

None.

**b. Percentage of data breaches involving personally identifiable information of customers:**

None.