

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity :

1. Corporate Identity Number (CIN) of the Listed Entity	L27310GJ1972PLC002033
2. Name of the Listed Entity	STEELCAST LIMITED
3. Year of incorporation	1972
4. Registered office address	Ruvapari Road, Bhavnagar 364005, Gujarat, India
5. Corporate address	Ruvapari Road, Bhavnagar 364005, Gujarat, India
6. E-mail	info@steelcast.net
7. Telephone	(91) (278) 251 9062
8. Website	https://www.steelcast.net
9. Financial year for which reporting is being done	2024-25
10. Name of the Stock Exchange(s) where shares are listed	(i) National Stock Exchange of India Limited (NSE) (ii) BSE Limited (BSE)
11. Paid-up Capital	H101,200,000
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Subhash Sharma, Executive Director & Chief Financial Officer, M/s. Steelcast Limited Ruvapari Road Bhavnagar 364005, Gujarat, India Phone No. : (91) (278) 251 9062 E-mail: ss@steelcast.net, cs@steelcast.net
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)	Disclosures under this report are made on a standalone basis
14. Name of assurance provider	Nil
15. Type of assurance obtained	Nil

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Manufacturing of Steel and Alloys Castings	100

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

S. No.	Product/Service	Description of Business Activity	% of Turnover of the Entity
1	Steel & Alloys Castings	24319 (2008 NIC Code at 5 digit level)	100

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	One	One	One (Both are at one location only)

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	10 (Ten) States
International (No. of Countries)	16 (Eleven) Countries

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

Exports contribute 54% of total turnover.

c. A brief on types of customers:

We are supplying 100% to Original Equipment Manufacturers (OEMs) where there are stringent quality requirements. We are catering to various industries like Earth Moving, Mining, Construction, Cement, Rail Road, Locomotives, Transportation, GETs, Defence etc. in domestic and international market. Steelcast's customer ranges from Government to Original Equipment Manufacturers (OEMs) companies.

IV. Employees

20. Details as at the end of Financial Year: 2024-25

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES(Other Than Workers)						
1	Permanent (D)	239	239	100	-	-
2	Other than Permanent (E)	116	116	100	-	-
3	Total employees (D + E)	355	355	100	-	-
WORKERS						
4	Permanent (F)	252	252	100	-	-
5	Other than Permanent (G)	445	445	100	-	-
6	Total workers (F + G)	697	697	100	-	-

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	--	--	--	--	--
2	Other than Permanent (E)	--	--	--	--	--
3	Total employees (D + E)	--	--	--	--	--
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	7	7	100	--	--
5	Other than Permanent (G)	1	1	100	--	--
6	Total workers (F + G)	8	8	100	--	--

21. Participation/Inclusion/Representation of women

Location	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20
Key Management Personnel	5	0	0

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.5	--	0.5	0.67	--	0.67	1.09	--	1.09
Permanent Workers	0.29	--	0.29	0.41	--	0.41	1.72	--	1.72

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

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)
Not Applicable				

VI. CSR Details

126

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

	FY 2024-25	FY 2023-24
2) Turnover (in Rs. Lakhs)	38,061.37	41,251.15
3) Net worth (in Rs. Lakhs)	32,587.40	26,961.60

VII. Transparency and Disclosures Compliances

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 2024-25			FY 2023-24		
		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	Yes, a mechanism is in place with community to interact with them to address their concerns	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
Investors (other than shareholders)	if any. https://www.steelcast.net/contact-steelcast.asp	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes; https://www.steelcast.net/contact-steelcast.asp	Nil	Nil	Nil	One	Nil	Nil
Employees and workers	Yes (Internal System)	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes (Internal System)	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes; https://www.steelcast.net/contact-steelcast.asp	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	--	Nil	Nil	Nil	Nil	Nil	Nil

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	Circular Economy	Opportunity	Focus on recycling of water and sand used in the production process to net zero discharge	--	Recycling reduces cost of the inputs and add to the profitability of the organization
2	Climate Change	Opportunity	Focus on reduction of carbon emission. Enhancement of renewable energy and reduction of consumption of fossil fuels	--	Carbon foot print assessment done in-house and targets for Scope 1 and 2 are set. The company put its resources towards green field activities for sustainable climate.

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)
3	Health & Safety	Opportunity	Focus on Safe working environment, zero harm, safety assessment and audits, safety data compilation helps company to provide better and healthy place to work	--	The work force while working in safe and healthy environment works with full potential and enhanced productivity, help the company to achieve higher output volumes.
4	Energy Efficiency	Opportunity	Energy efficiency through process efficiency equipment, cleaner fuels and increment of mix of renewable energy keep the environment healthy and pollution free	--	This helps the company to reduce waste generation and discharge thereof cost. This also increases brand value of the company.
5	Customer Engagement	Opportunity	We are a customer-centric organization. We regularly engage with customers to meet their needs of value added products and ensure responsive services. Initiatives like meets with senior leaders and joint business development plans are undertaken to collaboratively grow businesses. These efforts help maximize customer satisfaction and ensure higher retention	--	This increases retention of customers and business continuity and growth.
6	Community relations & engagement	Opportunity	We maintain amicable relations with the communities near our plants. We ensure that our operations do not in any way cause harm to them or to the local biodiversity. We are undertaking efforts to improve their socio-economic standards including creating livelihood opportunities, targeting health and wellbeing and encouraging education. Support is also provided during any kind of emergencies.	--	This helps to keep the relations with community healthy and business work is conducted smoothly without any hindrances which increases the business volumes.

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)
7	Human capital development	Opportunity	In a challenging and evolving landscape, it is essential to have people with right and future-ready skills. We run skill development Centre in the company premises affiliated to Gujarat State Development Mission to achieve this.	--	This fills the gap of skill deficit and helps the company have ready skilled man power which increase productivity.
8	Ethics & Governance	Opportunity	Our stakeholders trust us and associate with us because of our reputation of integrity and ethical practices. We engage with all our supply chain partners on such policies including those relating to anti-bribery & anti-corruption and sexual harassment. We are constantly benchmarking ourselves best practices of industry and frameworks to strengthen our governance practices	--	Good ethical and governance practices always enhance the brand value of the company.
9	Employee Engagement	Opportunity	Highly engaged employees are committed to the organization and keen to take up responsibility. We achieve this through programmes on health, safety and wellness, and also by appropriately rewarding and recognizing their contributions.		Employee satisfaction increases productivity.

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.

P1-Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable

P2 -Businesses should provide goods and services in a manner that is sustainable and safe

P3 -Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 -Businesses should respect the interests of and be responsive to all its stakeholders

P5 -Businesses should respect and promote human rights

P6 -Businesses should respect and make efforts to protect and restore the environment

P7 -Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 -Businesses should promote inclusive growth and equitable development

P9 -Businesses should engage with and provide value to their consumers in a responsible manner

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.steelcast.net/pdf/general-code-conduct.pdf								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ol style="list-style-type: none"> 1st Steel Foundry in India to get ISO:9002 Certification; An ISO:9001-2015 Company certified by TUV NORD, Germany (for Quality); An ISO:14001-2015 Company certified by TUV NORD, Germany (for Environment); An ISO 45001:2018 Company certified by TUV NORD, Germany (for Occupational Health & Safety); An EN 9100:2018 certified by TUV NORD, Germany (for Aerospace); An ISO/IEC 17025:2017 certified by NABL(National Accreditation board for testing & calibration laboratory 								
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.	--	--	--	--	--	--	--	--	--

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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): The Company is committed to follow environmental, social and governance (ESG) principles into its businesses which is essential to improving the quality of life of the communities it serves. The environmental impacts cover Climate, Resources (Energy & Water), Waste Management and Nature. The Company has set targets to reduce its carbon emission (scope 1 & 2). The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair. It strives to be neighbour of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Chetan M Tamboli, Managing Director (DIN : 00028421) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has a Board level Risk Management Committee. This Committee provides Valuable direction and guidance to the Management on sustainability related issues. Members/Designation/DIN 1. Mr. Harsh R Gandhi - Chairperson - 00133091 2. Mr Rushil C Tamboli - Alternate Chairperson -07807971 3. Mr Chetan M Tamboli - Member - 00028421 4. Mr Ashutosh H Shukla - Member - 02544350 5. Mr Subhash Sharma - Member - 07871467								

10. Details of Review of NGRBCs by the Company:

Subject of 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	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director. During this assessment, the efficacy of the policies is reviewed and																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director and Chief Financial Officer to the Board of Directors.																		
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency									P1 P2 P3 P4 P5 P6 P7 P8 P9 The Company conducts periodic review of the charters, policies internally by the Senior Management and Managing Director which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.									

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topic/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	18	During the year, the Board of Directors of the Company (including its Committees) have invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters	100
Key Managerial Personnel	14	During the year, (including its Committees) Key Managerial Personnel have invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters	100
Employees other than BoD and KMPs	26	Technical, functional, safety, managerial & behavioral topics in line with nine principles	90%
Workers	182	Technical, functional, safety, topics in line with nine principles	88%

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):

VII. PENALTIES / PUNISHMENT/ FINE / COMPOUNDING OF OFFENCES

	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	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

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

Note: A contravention of the regulation 19(1) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 for composition of Nomination & Remuneration Committee (NRC) was intimated to the Company by Stock Exchanges (BSE & NSE) during the financial year 2023-24. The Company had represented to the BSE (designated exchange) with the fact of the case that no NRC meeting was held during the period of improper composition of the Committee. The Company was able to satisfy the BSE that no impact of the contravention had happened during the relevant period. The case was disposed of without any fine or penalty.

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

Case Details	Name of the regulatory /enforcement agencies / judicial institutions
Not applicable	

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, the Company does have the Anti Bribery & Anti- Corruption policy built into General Code of Conduct policy of the company. The Company has also adopted a Whistle-blower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. <https://www.steelcast.net/pdf/whistle-blower-policy.pdf>. <https://www.steelcast.net/pdf/general-code-conduct.pdf>.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	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

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
No of days of Accounts Payables	56	44

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houseswhere purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NIL	NIL
	b. Number of dealers / distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

Essential Indicators

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 with such partners) under the awareness programmes.
NIL	NIL	NIL

135

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, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

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

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D % (Rs. In Lakhs)	Nil	Nil	Nil
Capex % (Rs. In Lakhs)	2.10% (34.89)	6.93% (122.00)	Equipment purchased for energy conservation

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?

The input material and stores & Spares are sourced from various suppliers which are certified and compliant with standards such as ISO 14001, OHSAS 18801 etc

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.

Steelcasting products falls under capital goods category and mostly have very long life of more than 15 years. After end of fruitful life of capital goods they become unfit and again re-melted and recycled 100% without any waste.

- Plastics (including packaging) –Any packing material received in with inwards input materials are disposed-off as is where is basis through contracting process.
- E-waste – No e-waste is generated in-house and computer and its components waste is handed over to certified vendors for safe disposal.
- Hazardous waste & Other waste – Hazardous waste not generated and other waste is handed over to certified vendors for safe disposal.

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.

Not Applicable

Leadership Indicators

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

NIC Code	Name of Product	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain (Yes/ No) If yes, provide the web-link

No, company has not conducted Life Cycle Assessments for products.

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

Name of the Product / Ser-vice	Description of the risk / con-cern	Action Taken
NIL	NIL	NIL

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 2024-25 (Current Financial Year)	FY.2023-24 (Previous Financial Year)
Sand	7.13%	6.36%

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (in-cluding packag-ing)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

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
Such material comes to the Disposal yard of the material department and disposed-off as is where is basis through contracting process to GPCB approved vendors.	The company does not sell the reclaimed products. Reclaimed products are only inputs for making final products.

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

Essential Indicators

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

	% of employees covered by										
	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	239	29	12.13	197	82.43	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	239	29	12.13	197	82.43	-	-	-	-	-	-
Other than Permanent Employees											
Male	116	Registered with Employees State Insurance Corporation which provides health care services									
Female	-	-	-	-	-	-	-	-	-	-	-
Total	116	-	-	-	-	-	-	-	-	-	-

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

	% 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	252	Registered with Employees State Insurance Corporation which provides health care services									
Female	-	-	-	-	-	-	-	-	-	-	-
Total	252	-	-	-	-	-	-	-	-	-	-

	% 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)
Other than Permanent workers											
Male	445	Registered with Employees State Insurance Corporation which provides health care services									
Female	-	-	-	-	-	-	-	-	-	-	-
Total	445	-	-	-	-	-	-	-	-	-	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.44	0.40

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

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

3. Accessibility of workplaces

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

Our working location is accessible for differently-abled employees.

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, <https://www.steelcast.net/pdf/general-code-conduct.pdf>. The Company also has an internal policy under the heading "Non Discrimination & Harassment Policy" dated 1.1.2008 which is followed in letter and spirit.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

	Yes/No
	(If Yes, then give details of the mechanism in brief)
Permanent Workers	The company has laid down policy on this under the heading "Guidelines for handling Grievances of Employees" dated 1.1.2008. The above said employees of all categories escalate their grievances through the Matrix as under: 1 st Stage: Next Superior Officer 2 nd Stage: Plant/Dept Head 3 rd Stage: Director Level: Resolution of Grievances
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Yes, The company has laid down policy on this under the heading "Guidelines for handling Grievances of Employees" dated 1.1.2008. The above said employees of all categories escalate their grievances through the Matrix as under:

1st Stage: Next Superior Officer/Supervisor

2nd Stage: Plant/Dept Head

3rd Stage: Director Level: Resolution of Grievances

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total	239	0	0	238	0	0
Permanent Employees	239	0	0	238	0	0
Male	239	0	0	238	0	0
Female	0	0	0	0	0	0
Total Permanent Workers	252	252	100	180	180	100
Male	252	252	100	180	180	100
Female	0	0	0	0	0	0

8. Details of training given to employees and Workers (Training Hours):

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	6,37,764	1,820	0.28	8,168	1.28	6,33,333	1,632	0.25	8,384	1.32
Female	-	-	-	-	-	-	-	-	-	-
Total	6,37,764	1,820	0.28	8,168	1.28	6,33,333	1,632	0.25	8,384	1.32
Workers										
Male	13,59,898	2,864	0.21	13,054	0.96	12,41,392	2,092	0.16	11,930	0.96
Female	-	-	-	-	-	-	-	-	-	-
Total	13,59,898	2,864	0.21	13,054	0.96	1241392	2,092	0.16	11,930	0.96

9. Details of performance and career development reviews of employees and Workers (Training Hours):

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	6,37,764	6,37,764	100	6,33,333	6,33,333	100
Female	-	-	-	-	-	-
Total	6,37,764	6,37,764	100	6,33,333	6,33,333	100
Workers						
Male	13,59,898	13,59,898	100	12,41,392	12,41,392	100
Female	-	-	-	-	-	-
Total	13,59,898	13,59,898	100	12,41,392	12,41,392	100

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?**

Yes, OHSMS is implemented across the company. Each and every employee of the company is covered under the Occupational Health and Safety Management System and the system is applicable at all the work places.

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

Company has processes to identify the work-related hazards and assess risks on routine and non-routine basis.

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

Yes, a process is in place for workers to report work related hazards and to remove themselves from such risks. There is a system for carrying out Unsafe Act only with work permit from the safety officer. Safety officer ensures that all the safety measures are taken before putting a worker on work. Workers are trained to observe any of such work-related hazards and inform the same through the mode available at their respective work premises. Further, systems are established to remove all these hazards and risks.

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

Yes, employees and workers have access to non-occupational medical and healthcare services offered through Employee State Insurance Corporation operated health care centers. The employees who are beyond the scope of ESI, are separately covered under Group Personal Accident policy. The executives of managerial category are covered under medical insurance policy for self & spouse.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	111	138
	Workers		
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

Steelcast believes in providing safe work place and safe environment to all its employee and people we work with. It shows our commitment to develop safety and sustainability culture through active leadership and by ensuring availability of required resources.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	NIL	NIL
Health & Safety	NIL	NIL	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%
Working Conditions	100%

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

Root Cause Analysis (RCA) are conducted for all the safety related incidences and suitable corrective actions are taken.

Leadership Indicator**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).**

The company provide insurance through Employees' Deposit Linked Insurance Scheme in the event of death to employees & workers.

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

All of the Steelcast's value chain partners comes under PF act and ESI act which makes them liable to deduct and deposit statutory dues. Both central and state labour departments, PF and ESI departments conduct periodic inspections in this regard.

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

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

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, Steelcast provides transition assistance to facilitate continued employability and the management of career endings resulting from retirement or termination.

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	All of the Steelcast's value chain partners comes under relevant labour laws and acts. Because of which both central and state labour department conduct periodic inspections in related to Health and Safety practices and working conditions at the premise of value chain partners. Any gaps identified are suitability addressed by the partners.
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.

All of the Steelcast's value chain partners comes under relevant labour laws and acts. Because of which both central and state labour department conduct periodic inspections in related to Health and Safety practices and working conditions at the premise of value chain partners. Any gaps identified are suitability addressed by the partners.

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.

Stakeholders which directly or indirectly impacts Steelcast's revenue earning capability, its ability to share benefits are identified as key stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement ((Annually / Half Yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Newspaper Advertisement, Disclosure available on Stock Exchanges (BSE & NSE) & Steelcast Website	Engagement is done on Quarterly, Half yearly & Annual basis as well as whenever the event occurs	All material events affecting the Company as well as disclosures required under the Companies Act, 2013 and SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015
Suppliers	No	Email, Advertisement, Letters, Vendor meetings, etc.	Regular	To communicate new orders, regulatory requirements w.r.t. GST, TDS, TCS, new offers against supplies, etc.

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
Employees	No	Email, Review meetings, Notice Boards, Shop Floor, Safety/Welfare Meetings, Annual Appraisal Meetings, Internal Circular Notes etc.	Regular	Sharing monthly progress of the company, welfare schemes, routine matters and the business verticals, targets, achievements and department/section level concerns etc
Customers	No	Email, Letters, Advertisement, telephone calls, meetings, website etc	Regular	Assessment of customer needs, their requirement vis-à-vis existing capital good assets, complaints resolution, business enquiries etc
Communities	Yes	Meetings through Local leaders, Corporators, Personally etc	As per requirement	Assessing their problems related to employment, training requirements for their wards, that lead to their vulnerability and which holds back in attaining better standard of living

Leadership Indicators

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

The most important forum for the shareholders of the company to have access to the Board of Directors is at the Annual General Meeting of the Company. During these meeting s, shareholders raise various queries regarding the performance, strategies and outlook of the Company, share their grievances as well provide valuable feedback regarding improvements in the Company performance, not only from a business perspective but also on critical economic, environmental and social topics/ areas

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. Stakeholders have provided their support to various environmental & social endeavors of the company viz., efforts in manufacturing Solar Power plants to meet the green power requirements, Supply of water, disposal of waste, contributing to spend the CSR funds utilization, vaccination drive of Steelcast employees & contract workers & their families etc

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

For underprivileged section of the community, Steelcast spend on CSR projects through various Implementing Agencies by local NGOs/Trusts/Institutions etc. These local NGOs/Trusts/Institutions engage with communities and understand their needs and problems.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent Employees	239	--	--	238	--	--
Other than Permanent Employees	116	--	--	99	-	-
Total Employees	355	--	--	337	--	--
Workers						
Permanent Workers	252	--	--	180	--	--
Other than Permanent Workers	445	-	-	479	-	-
Total Workers	697	--	--	659	-	-

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	239	-	-	239	100	238	-	-	238	100
Male	-	-	-	-	-	-	-	-	-	-
Female										
Other than Permanent	116	-	-	116	100	99	-	-	99	100
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	252	-	-	252	100	180	-	-	180	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	445	-	-	445	100	479	-	-	479	100
Female	-	-	-	-	-	-	-	-	-	-

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

	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)	4	40.56	0	0
Key Managerial Personnel	5	37.53	0	0
Employees (including workers) other than BoD and KMP	1045	3.18	0	0
Workers	698	2.46	0	0

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	0	0

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

Yes. The immediate superiors, plant heads work as grievance redressal officers.

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

The company has very structured practice in place to redress grievances related to all kinds of issues including human rights issues. The employees of all categories escalate their grievances through the Matrix as under:

1st Stage: Next Superior Officer

2nd Stage: Plant/Dept Head

3rd Stage: Director Level: Resolution of Grievances

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

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

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, (POSH)	Nil	Nil
Complaints under POSH as a % of female Employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has laid down policies and followed in letter and spirit. The cases on receipt of any concern through email, letter, web helpline, oral, etc., are dealt accordingly within the parameters. Non Discrimination & Harassment Policy dated 1.1.2008 is in practice.

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

The company has very structured practice in place to redress grievances related to all kinds of issues including human rights issues. The issues are redressed through policies in place

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable
Forced/involuntary labour	Not Applicable
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

No significant risk/ concerns was identified

Leadership Indicators

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

Not Applicable

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

Not Applicable

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?

Not Applicable

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	Steelcast didn't assess its value chain partners on Human Rights criteria as these entities comes un-der labor related laws/acts/ statutes and are as-sessed or inspected by relevant Govt department/ institution.
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.

Not applicable

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Revenue from Operations (INR)	3,761,654,031	4,098,145,102
From renewable sources	(Gigajoule)	
Total electricity consumption (A)	70,294.38	95,192.83
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	70,294.38	95,192.83
From non-renewable sources		From non-renewable sources
Total electricity consumption (D)	51,438.42	29,695.24
Total fuel consumption (E)	144,690.36	137,988.97
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	196,128.78	167,684.21
Total energy consumed (A+B+C+D+E+F)	266,423.16	262,877.04
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (Gigajoule/Rs)	0.000071	0.000064
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (Gigajoule/Rs)	0.000071	0.000064
Energy intensity in terms of physical Output (Gigajoule/Rs)	0.000071	0.000064
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

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

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	68,823	57,609
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	68,823	57,609
Total volume of water consumption (in kilolitres)	68,823	57,609
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000018	0.000014
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0	0
Water intensity in terms of physical output	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	27	27
- No treatment	0	0
- With treatment – please specify level of treatment	27	27
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
	0	0
	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	27	27

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

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

Yes. As a responsible corporate citizen, Steelcast has set up Sewage Treatment Plants (STP) to ensure that the water which is discharged from our premises conform to the effluent standards as per the statutory requirement and its quantity is minimized to the extent feasible.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NO _x	ppm	5.46	8.74
SO _x	ppm	5.28	4.63
Particulate matter (PM)	Mg/Nm ³	17.73	13.35
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8594	9251
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	A) Emissions : 24,839 MT of Co ₂ (Equiv) B) Green House Gas(GHG) Sink i) By Solar : 4432 MT of Co ₂ ii) By Hybrid : 14,500 MT of Co ₂ (A-B) Net mission = 5,907 MT of Co ₂	A) Emissions : 24,212 MT of Co ₂ (Equiv) B) Green House Gas(GHG) Sink i) By Solar : 4,334 MT of Co ₂ ii) By Hybrid : 9,646 MT of Co ₂ (A-B) Net Emission = 10,232 MT of Co ₂
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000878	0.00000811
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		--	--

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

Yes, Mitcon Consultancy Engineering & Services Limited conducted the Carbon Foot print assessment study for the company.

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

No.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	27.346	20.200
E-waste (B)	--	--
Bio-medical waste (C)	0.0014	0.0046
Construction and demolition waste (D)	--	--
Battery waste (E)	--	--
Radioactive waste (F)	--	--
Other Hazardous waste. Please specify, if any. (G)	20.971	30.920
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	--	--
Total (A + B + C + D + E + F + G + H)	48.317	51.125
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Kg/INR)	0.000013	0.000012
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	--	-
Waste intensity in terms of physical output	--	--
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	--	--
(i) Recycled	--	--
(ii) Re-used	--	--
(iii) Other recovery operations	--	--
Total	--	--
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	--	--
(i) Incineration	--	--
(ii) Landfilling	--	--
(iii) Other disposal operations	--	--
Total	--	--

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

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

In our manufacturing activity, reduction of waste generation is taken as a very important activity. The company meticulously review the Input Output report to ensure that there is zero discharge of waste. After the process of knock off activity, cutting etc the runner & risers are taken as foundry return and again used in melt.

Across Steelcast, solid wastes/ scrap having resale value were collected, segregated, stored and sold to authorized recyclers. Some of it not having any resale value is used for filling up low lying areas. Other wastes are disposed of as per the stipulations in the relevant statutes. The waste generated at units are disposed as per the regulatory requirement and necessary records for scrutiny of authority is duly maintained. The waste which can be used outside is sent to authorized recyclers.

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
Nil			

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

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

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

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

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	--	--
(iii) Third party water	68,823	57,609
(iv) Seawater / desalinated water	--	--
(v) Others	--	--
Total volume of water withdrawal (in kilolitres)	68,823	57,609
Total volume of water consumption (in kilolitres)	68,823	57,609
Water intensity per rupee of turnover (Water consumed / turnover)	0.000018	0.000014
Water intensity (optional) – the relevant metric may be selected by the entity	--	--

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- 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	-	-
Total water discharged (in kilolitres)	-	-

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO₂ equivalent	161	163
Total Scope 3 emissions per rupee of turnover		0.0000000423	0.0000000395
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

- 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.
- 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 (Weblink, if any, may be provided along-with summary)	Outcome of the initiative
		NO	

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

Yes, the entity have the business continuity & disaster management plan. Disaster Management comprises a Team- which takes care of the management of resources & responsibility -to deal with all humanitarian aspects of emergency & reduce vulnerability to hazards & cope with disasters. Also focus on the lessening- the impact of disaster on Human, material, economic & environmental aspects.

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.

No significant adverse impact

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

No such assessment made for value chain partners as we don't have access to their information systems.

8. How many Green Credits have been generated or procured:

- By the listed entity - Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners- Nil

Essential Indicators

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**1. a. Number of affiliations with trade and industry chambers/ associations.**

The company has affiliations with 16 (Sixteen) trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo German Chamber of Commerce	National
2	EEPC India	National
3	The Institute of Indian Foundrymen	National
4	Bhavnagar District Chamber of Commerce and industries	State
5	Saurashtra Chamber of Commerce and industry	State
6	Confederation of Indian Industry	National
7	Gujarat Chamber of Commerce and industry	State
8	Accorded the status of Two Star Export House from Directorate General of Foreign Trade	National
9	R&D Laboratory approved by The Department of Science & Technology, Government of India.	National
10	Accreditation as an NABL (National Accreditation Board for Testing and Calibration Laboratories) approved Laboratory.	National

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

Name of authority	Brief of the case	Corrective action taken
No instance of anti-competitive conduct by Steelcast has been raised		

Leadership Indicators

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.	Inputs to boost (i) Casting Sector, (ii) Atmanirbhar Bharat initiatives, (iii) MSME development & Collaborative Management (iv) Export Incentives to industries	Through representations to various Industrial Bodies	No	-	-
2.	Inputs on matters such as Customs, Export promotion & Export incentives	Pre-budget memorandum	No	-	-
3.	Participation in various activities viz. growth and skill development, Make in India, promotion of in-house R&D, etc	Through interaction with government bodies	No	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not applicable

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

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

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

The Company has a process to receive and redress concerns/grievances received from the community. A site level committee consisting of members from various departments viz. administration, security and HR etc. is formed which receives the concerns (written/verbal) and works towards its redressal in timely manner. The concerns are recorded and tracked for closure. Throughout the year, a number of informal sessions are conducted which help interactions with the community.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	53.20%	51.26%
Sourced directly from within the district and neighbouring districts	67.03%	70.10%

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:

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural		--
Semi-urban	--	--
Urban	100	100
Metropolitan	--	--

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
NIL	NIL

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	Gujarat	Bhavnagar	Rs.129.58 Lacs
2	Gujarat	Ahmedabad	Rs. 30.00 Lacs

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

We do not have a formal policy as such, however, procure almost 80% of our input materials from MSMEs/ marginalized /vulnerable groups

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

MSMEs run by proprietorship, partnership etc.

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

The procurement is sizeable from these groups.

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
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Company has acquired intellectual property based on traditional knowledge and the same has been registered as Trademarks. The company has invested in Research & Development in the field of Casting manufacturing. The revenue earned by company from intellectual property cannot be quantified.

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
No dispute related to Intellectual Property rights emerged during FY 2024-25.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	In House Skill Development	500	90
2	Child Education	3,000	100
3	Consumer Care	500	70
4	Health Care & Safety	50,000	100
5	Sports Promotion	1,650	50
6	Animal Welfare	4,100	100
7	Environmental and Ecological balance	10,000	50

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

Essential Indicators

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

The Company has a mechanism to log the complaints and actions thereon. A dedicated team for each customer works under the supervision of a Senior Officer of the company. In case of any complaints from the existing customers, these are discussed at Marketing Dept Head level. The issues are taken up with Functional Heads and resolved and necessary feedback given to customers.

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
Environment and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	The company manufactures only Steel & Alloy Castings and there is only one segment. Therefore this is not applicable

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

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

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

	Number	Reason for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	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.

The company is having a check list to ensure protection of data privacy and security. The company is formulating the policy on cyber security and data privacy & risk.

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.

No instances reported to the company.

Leadership Indicators

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

The information on products and services of the entity can be accessed at <https://www.steelcast.net>

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

The company manufactures Capital Goods as per technical specifications provided by customers. The category of customers is not public but industries.

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

The Company is in manufacturing business and not into service, hence not applicable.

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.

The products are sub-assemblies (parts/components) put into the Major Assemblies and not used as standalone. This is Not Applicable.

5. 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)

The company periodically takes feedback from customers individually.