



Isgec Heavy Engineering Limited

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2023-24

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L23423HR1933PLC000097
2	Name of the Company	ISGEC Heavy Engineering Limited
3	Year of Incorporation	23/01/1933
4	Registered office address	Radaur Road, Yamuna Nagar-135001, Haryana
5	Corporate office address	A-4, Sector-24, Noida, Uttar Pradesh 201301
6	E-mail id	cs@isgec.co.in
7	Telephone	0120-4085408
8	Website	www.isgec.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11	Paid-up capital	Rs. 735.29 lakhs
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Kishore Chatnani Whole-time Director & CFO chatnani@isgec.com +91 120 4085405
13	Reporting Boundary	Standalone basis
14	Name of assurance provider	Not applicable since ISGEC does not fall among the top 150 listed companies by market capitalisation.
15	Type of assurance obtained	

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
1	EPC (Engineering Procurement & Construction) Projects	ISGEC undertakes projects for supply of Boilers, Sugar plants, Power plants, Air Pollution Control Equipment, Material handling systems on EPC basis.	64%
2	Manufacturing	Manufacturing of Machinery and Equipment: ISGEC manufactures heavy capital goods such as Mechanical and Hydraulic Presses, Steel and Iron Castings, Boiler Tubes and Panels Process Plant equipment and Liquefied Gas Containers.	35%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Boiler and Boiler Parts	25123	27%
2	Sugar Machinery	28259	12%
3	Erection, commissioning and related services	41003	10%
4	Air Pollution Control Equipment	28299	13%
5	Presses	25910	7%
6	Railway Projects	42102	2%
7	Pressure Vessels, Heat Exchangers	28140	7%
8	Castings	24319	7%
9	Material Handling Equipment	28162	1%
10	Power Plants	42201	6%
11	Containers	25129	5%
12	Distillery Plant	42901	2%

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	7	5	12
International	0	1	1

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	23*
International (No. of countries)	1**

*ISGEC has a wide network of offices and project sites across India to support its business operations. The Company has identified its number of locations based on the Goods and Services Tax (GST) numbers for each location.

**ISGEC has marketing agents in many countries, and its own representative office in Thailand.

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

ISGEC has over the years built a strong market overseas as well with the consistent delivery of high-quality products and services. In FY 24, the exports contributed 9.43% of the total turnover of the entity.

c. A brief on types of customers

ISGEC provides machinery, equipment, and comprehensive project solutions to a diverse array of industrial sectors both domestically and internationally. These sectors encompass power generation, oil and gas, petrochemicals, automobile, fertilizer, paper, sugar production, steel manufacturing, cement, chemicals, railways, distilleries, aerospace, and ports.

IV. Employees

20. Details as on March 31, 2024

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)

EMPLOYEES

1	Permanent (D)	2,485	2,430	97.8%	55	2.2%
2	Other than Permanent (E)	650	632	97.2%	18	2.8%
3	Total employees (D+E)	3,135	3,062	97.7%	73	2.3%

22. Turnover rate for permanent employees and workers

During the financial year 2023-24, the overall attrition rate, which includes voluntary separation, termination and abandonment and retirement from services across employees was 14.9% and for workers, it stood at 8.0%.

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.6%	0.4%	14.9%	15.0%	0.7%	15.6%	11.2%	0.4%	11.6%
Permanent Workers	7.8%	0.2%	8.0%	7.6%	0	7.6%	5.1%	0	5.1%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)

WORKERS

1	Permanent (F)	494	494	100%	0	0
2	Other than Permanent (G)	0	0	0	0	0
3	Total workers (F+G)	494	494	100%	0	0

b. Differently abled employees and workers

The Company is an equal opportunity employer and is committed to employ talent based on meritocracy and does not discriminate on the grounds of race, caste, sexual orientation, disability, etc. amongst existing or potential employees. In pursuance of its commitment to be an equal opportunity employer, as of current financial year, the Company has 2 differently abled employees.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)

Differently abled employees

1	Permanent (D)	2	2	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	2	2	100%	0	0

Differently abled workers

1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	0	0	0	0	0
3	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	1	0	0

V. Holding, subsidiary and associate companies (including joint ventures)

23.a. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Saraswati Sugar Mills Limited	Subsidiary	100%	No
2	ISGEC Covema Limited	Subsidiary	100%	No
3	ISGEC Exports Limited	Subsidiary	100%	No
4	ISGEC Engineering & Projects Limited	Subsidiary	100%	No
5	Freelook Software Private Limited	Subsidiary	100%	No
6	Eagle Press & Equipment Co. Limited	Subsidiary	100%	No
7	ISGEC Investment PTE Ltd., Singapore	Subsidiary	100%	No
8	ISGEC Hitachi Zosen Limited	Subsidiary and Joint Venture Company	51%	No
9	ISGEC SFW Boilers Private Limited	Subsidiary and Joint Venture Company	51%	No
10	ISGEC Titan Metal Fabricators Private Limited	Subsidiary and Joint Venture Company	51%	No
11	ISGEC Redecam Enviro Solutions Private Limited	Subsidiary and Joint Venture Company	51%	No

VI. CSR Details

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

ii. Turnover (in Rs.) 4,861.40 Crores

iii. Net worth (in Rs.) 2,154.60 Crores

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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company has structured process in place for redressing the grievances of the community members around the area of its operations. ISGEC has designated people to attend and address the queries of community members. Further, it also engages with them through various CSR projects.	0	No complaints were received from communities during financial year.	-	-	No complaints were received from communities during financial year.	-

Business Responsibility and Sustainability Report

Investors (other than shareholders)	Investors are provided with multiple avenues to address their concerns. They can directly contact the Company's CFO/ Company Secretary via email to resolve grievances promptly. Moreover, investors have the option to utilize the Online Dispute Resolution (ODR) platform available on ISGEC's website. This platform, known as Smart ODR, is designed for easy navigation and thorough understanding. It offers investors easy access to online dispute resolution services. Within the Smart ODR system, investors can also monitor the progress of their disputes after submission. Additionally, they have access to SCORES, an online grievance redressal platform by SEBI, enabling them to lodge complaints related to the securities market against SEBI-regulated entities.	0	0	-	0	0	-
Shareholders	Yes, shareholders may send an email to the Company Secretary along with their concerns which are promptly addressed.	0	0	-	4	0	-
Employees and workers	Yes, Company has a dedicated and structured process in place to effectively deal with the grievances and concerns of the employees and workers. In case of any concern, they may first reach out to the business head with the concern. If it is not resolved in a timely manner, or the complainant is not satisfied with the response, they may reach out to the company's chief human resources officer.	0	0	-	0	0	-
Customers	Both customers and	0	0	-	0	0	-
Value Chain Partners	suppliers may send out their complaints to the Chief executive of the respective business. The Chief executives take immediate action to redress the issues of the complainant. If unresolved, they may reach out to the Whole-time directors.	0	0	-			
Other (please specify)	-	-	-	-	-	-	-

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, 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	Corporate Governance and Code of Conduct	Opportunity	At ISGEC, Corporate Governance transcends compliance, serving as a pathway for progress. Beyond regulatory mandates, the Company's values emphasise a robust commitment to ethics, transparency, and the enhancement of shareholder value. The Board of Directors vigilantly oversees the governance framework, consistently upholding transparency quarter after quarter. Compliance reports, aligned with the Securities and Exchange Board of India's (SEBI's) best practices, are diligently submitted, reinforcing the Company's commitment to openness. From the boardroom to the factory floor, a comprehensive Code of Conduct steers every decision outlining ethical principle and expected behaviour for employees/directors, guiding decision-making processes.	-	Positive Implication: By upholding transparency and accountability, ISGEC garners investor trust, mitigates financial risks, and amplifies shareholder value. Furthermore, the Company's ethical culture not only fosters employee commitment but also drives operational efficiency, solidifying its financial standing and competitive edge in the industry.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Health and Safety	Risk and Opportunity	<p>Risk: ISGEC employs a significant number of employees and workers across its various offices, factories, and sites. Consequently, the Company places paramount importance on ensuring the safety of its employees, workers and contract workers. In the event of any lapses in the Company's safety-related processes, the government may issue a prohibition order, potentially resulting in the partial shutdown of the manufacturing unit /sites. Safety incidents also have detrimental effects on the physical and mental health, as well as the overall morale of the workforce.</p> <p>Opportunity: ISGEC is dedicated to ensure the health and safety of its entire workforce, including employees and workers. Numerous initiatives have been implemented throughout the business operations, encompassing both Project and Manufacturing service lines, to establish a resilient health and safety management system. The ongoing efforts aim to cultivate a "Zero Accident Culture" across all operations.</p>	<p>ISGEC has a steadfast commitment to ensuring a secure and healthy workplace for its entire workforce, aspiring towards a target of zero accidents. The Company has instituted robust processes and systems at all its locations and proudly holds the certification of ISO 45001:2018 for Occupational Health and Safety Management Systems.</p> <p>ISGEC conducts regular internal and external audits to evaluate the effectiveness of its health management practices, aiming to establish a secure and healthy workplace. Additionally, the Company performs health and safety risk analysis at various sites and projects.</p> <p>Further, at a regular frequency and across the Company, ISGEC conducts multiple health check-up camps and webinars with Doctors and Consultants.</p>	<p>Negative Implication: A significant negative financial implication of not ensuring compliance with health and safety regulations is the potential restrictions of the manufacturing unit following any government order. This can lead to substantial financial losses due to halted production, disrupted operations, and the associated costs of addressing and rectifying safety issues. Additionally, there may be legal penalties and reputational damage, further impacting the Company's financial standing. In the event of accidents or injuries, legal costs and potential settlements can be financially burdensome.</p> <p>Positive Implication: A healthy and safe workplace fosters a positive work environment, enhancing employee morale and engagement. This, in turn, can lead to overall improved operational efficiency, building a positive reputation both internally and externally.</p>

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	Emission Reduction & Emission Management	Risk and Opportunity	<p>Risk: The Company is proactively working to meet and exceed regulatory standards while reducing its carbon footprint. By investing in emission control technologies, ISGEC not only demonstrates its commitment to sustainability but also positions itself as a leader in environmental responsibility. Through these efforts, ISGEC aims to enhance its reputation among stakeholders who prioritize eco-friendly practices. ISGEC is confident in its ability to navigate the evolving environmental landscape while maintaining its competitiveness and esteemed reputation in the market.</p> <p>Opportunity: For ISGEC, emission reduction is more than a challenge; it is an opportunity ripe for the taking. With 1750 KW Solar Power Plants operational in its factories, ISGEC demonstrates that sustainability is not just environmentally responsible but financially rewarding, generating 20.78 lakh units of solar power valued at Rs. 1.56 crores. By replacing air conditioners, upgrading equipment for lower energy consumption, and incorporating RLNG fuel for crucial operations, the Company is not merely reducing emissions but spearheading the transition towards a more sustainable and eco-friendly future.</p>	<p>ISGEC tackles emission reduction challenges through strategic initiatives. From investing in 1750 KW Solar Power Plants to upgrading air conditioning systems and embracing alternative fuels like RLNG, its commitment to sustainability is persistent. ISGEC proudly holds the ISO 14001 certification, solidifying its stance on environmental responsibility.</p> <p>With a strong determination to minimise its environmental footprint, the Company remains steadfast in its pursuit of continuous improvement.</p>	<p>Positive Implication: Embracing emission reduction measures fosters innovation and collaboration, making ISGEC an appealing partner for investors and stakeholders aligned with sustainability goals. ISGEC's commitment to emission reduction represents a strategic investment in long-term resilience, competitiveness, and environmental stewardship.</p> <p>Negative Implication: Implementing necessary emission control measures demands upfront investments in technology and infrastructure, exerting pressure on the Company's financial reserves and limiting its ability to allocate resources elsewhere. Operational costs, including ongoing maintenance and staff training are also required.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Supply Chain Management	Opportunity	<p>Entities face growing demands from stakeholders such as investors, customers, and regulatory bodies to alleviate environmental, social, and governance (ESG) risks embedded in their supply networks. Inadequate implementation of sustainable supply chain management methods may subject a corporation to heightened vulnerabilities, encompassing disturbances in labour, incidents related to workforce health and safety, concerns regarding human rights, and scarcities in essential raw materials.</p> <p>Recognising this as a strategic opportunity, ISGEC has established a robust and adaptable supply chain management system, engaging a diverse array of suppliers, encompassing both large and small enterprises.</p> <p>Prior to onboarding any suppliers, the Company conducts thorough assessments of potential suppliers or vendors. This evaluation ensures that there are no associated risks with the prospective supplier, particularly in terms of financial and legal compliances, as well as adherence to robust health and safety measures.</p>	-	<p>Positive Implication: A robust supply chain evaluation system helps identify and mitigate potential risks, minimising the impact of disruptions such as delays, shortages, or unexpected events.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Data Security and Privacy	Risk	<p>ISGEC confronts the substantial risk of data security and privacy, given the rising tide of cyber threats. An array of predatory entities, including hackers and cybercriminal syndicates, persistently endeavours to breach any Company's digital defences, seeking unauthorised access to its confidential data repositories. These incursions are not haphazard but calculated efforts driven by motives ranging from financial gain to industrial deception and outright sabotage. As ISGEC manoeuvres through the digital landscape, safeguarding its sensitive information becomes essential to shield against the ever-present threats posed by malicious individuals operating online.</p>	<p>Recognising the critical importance of data security, ISGEC has taken proactive measures to fortify its defences. The Company has a data security policy which is in line with ITGC (Information Technology General Controls) and ensures data security and controlled access. Through collaborative efforts with external experts, the Company has implemented robust measures such as firewall setups, advanced software solutions, and strict authentication protocols. However, there remains ample scope for improvement in continually refining and updating these measures to address emerging cyber threats effectively.</p> <p>Isgec generally conducts IT security audits such as "Vulnerability Assessment & Penetration Testing" through external agencies. Isgec employs cyber security experts in-house in its IT team and conducts extensive use of awareness and training programs on cyber security using in-house resources as well as external resources from time to time.</p> <p>Recognising that not all risks can be fully protected, Isgec has taken Cyber Security & Criminal Liability Insurance Policy to cover the risks.</p>	<p>Negative Implication: In the network of data security and privacy, the financial toll of risks is substantial. Remediation costs, legal battles, and regulatory fines can drain resources and strain budgets. Operational disruptions hamper productivity and stifle growth. Meanwhile, reputational damage erodes trust and investor confidence.</p>

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)
6	Human Rights, Diversity and Inclusion	Risk and Opportunity	<p>Risk: Possible occurrences of breaches in human rights or failure to adhere to legal standards may result in negative financial and reputational consequences.</p> <p>Opportunity: ISGEC holds the belief that championing human rights and promoting equity, diversity, and inclusion fortifies the Company's business. A workforce characterised by diversity and inclusivity has the potential to enhance performance and innovation. Upholding human rights allows the Company to foster shared values and maintain a positive workplace. This commitment contributes to the creation of a more equitable world and, at the same time, strengthens the business.</p>	<p>The Company prioritises safeguarding the human rights of its employees and workers. This commitment is evident in various policies, including the Human Resource (HR) policy, which explicitly states that no individual shall face discrimination by the Company or their peers. In addition, the Company is dedicated to being an equal opportunity employer and has a standalone Prevention of Sexual Harassment at Workplace (POSH) policy.</p> <p>Through the implementation of human rights due diligence processes, engaging with suppliers and stakeholders on human rights issues, and promoting awareness and training among employees, the Company actively fosters a commitment to human rights. This comprehensive approach underscores the Company's commitment to fostering a safe, respectful, and inclusive work environment.</p> <p>The Company conducted a survey to measure the pulse of Employees on work environment & various initiatives being implemented to improve the morale, team framing and overall, Company Culture.</p>	<p>Negative Implication: Discrimination or human rights violations can lead to legal actions, investigations, and fines, resulting in significant financial liabilities for the Company. This can cause reputation damage, talent drain and even potential customer boycotts, negatively impacting sales and revenue.</p> <p>Positive Implication: Companies that prioritise human rights and create an inclusive environment are more likely to attract and retain top talent. This reduces recruitment and training costs and contributes to higher employee morale and productivity.</p>

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	Waste Management	Risk and Opportunity	<p>Risk: Amidst tightening environmental regulations and heightened public awareness of waste disposal, ISGEC faces a critical imperative: to uphold exemplary practices and secure public trust. In this pivotal moment, ISGEC must rise to the challenge, navigating the complexities of waste management, in order to solidify its reputation as a responsible corporate citizen in an environmentally conscious world.</p> <p>Opportunity: Waste management presents a prime opportunity for ISGEC to showcase its commitment to sustainability. By adhering to the 3-R principle and minimising plastic usage, ISGEC underscores its dedication to curbing waste generation. Additionally, its proactive approach to e-waste management and water conservation further solidifies its reputation as a leader in sustainable business practices. While ISGEC has made strides in waste management, the Company remains open to adopting new technologies for further waste minimisation, demonstrating its commitment to continuous improvement in environmental stewardship.</p>	<p>The Company has been actively working to reduce waste generated from its operations. Additionally, the Company has implemented initiatives to repurpose scrap materials within its operations, ensuring that valuable resources are not wasted. Furthermore, ISGEC has invested in an ETP-cum-STP plant to manage liquid waste efficiently. This plant plays a crucial role in treating and recycling liquid waste, minimising environmental impact and promoting sustainability across its operations.</p>	<p>Positive Implication: Efficient waste management presents financial opportunities for ISGEC. By reducing waste and recycling, the Company cuts disposal costs and saves on raw material expenses by reusing scrap materials. These practices enhance ISGEC's reputation, attracting environmentally conscious customers and investors while mitigating regulatory risks.</p> <p>Negative Implication: Inadequate waste management poses substantial financial risks for ISGEC. Failure to comply with regulations may lead to significant fines, while inefficient processes inflate operational costs, diminishing profit margins. Poor practices can also damage the Company's reputation, eroding investor confidence and potentially lowering market value.</p>

Business Responsibility and Sustainability Report

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)
8	Water Management	Opportunity	Water management presents a strategic opportunity for ISGEC rooted in environmental responsibility, operational efficiency, and long-term sustainability. The Company acknowledges water as a critical natural resource, the commitment to judicious water usage aligns with emerging global trends and regulatory expectations. Implementing robust water management practices positions ISGEC to mitigate operational risks associated with water scarcity and contamination, ensuring continuity and resilience. The Company actively takes measures to decrease overall water consumption in all its operations	-	Positive Implication: ISGEC's strategic focus on water management also translates into tangible financial benefits. By actively reducing overall water consumption and implementing initiatives to enhance water recyclability, the Company can achieve operational cost savings. Additionally, the adoption of water-efficient technologies and practices not only aligns with environmental stewardship but also positions ISGEC as an innovative industry leader. This, in turn, creates a competitive advantage, attracting environmentally conscious customers and investors while contributing to the Company's long-term viability and profitability.
9	Human Capital Development	Opportunity	Human capital development is the bedrock of ISGEC's strategic foundation. With a diverse workforce steeped in expertise, the Company champions an inclusive, performance-centric culture. Through robust Learning and Development (L&D) initiatives, ISGEC hones technical skills, managerial skills and behavioural skills, empowering employees and propelling career trajectories. This commitment not only strengthens operational efficiency but also cements ISGEC's competitive advantage in a dynamic industrial landscape.	-	Positive Implication: Human capital development fuels profound financial transformation. Skilled employees drive increased productivity, sharpen competitiveness, and cut turnover costs. human capital development is a pathway to future excellence - a legacy that extends far beyond financial metrics.

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)
10	Economic Performance and Market Share	Risk and Opportunity	<p>Risk: Operating in the engineering sector, ISGEC is susceptible to economic fluctuations, rendering it vulnerable to downturns and market uncertainties. Economic downturns can negatively influence the demand for the products and services. Intense competition requires constant innovation and adaptation to changing market dynamics. The risk is heightened in the context of emerging technologies and evolving customer preferences. A proactive approach to market intelligence, product development, and strategic partnerships becomes essential to not only protect but also enhance ISGEC's market share.</p> <p>Opportunity: Economic performance and market share serve as strategic opportunities for ISGEC. In favourable economic conditions, the Company can maximise revenue and profitability, using the financial strength to invest in innovation and sustainability. Simultaneously, an increased market share positions ISGEC as an industry leader, providing economies of scale, enhanced operational efficiency, and greater negotiating power.</p>	<p>ISGEC maintains a commitment to strengthening relationships with its stakeholders while focusing on enhancing the quality, technology, and competitiveness of its products. ISGEC has curated a diverse portfolio comprising heavy capital goods machinery and equipment, showcasing extensive capabilities in engineering procurement and construction across various industries. In numerous product lines, the Company holds a prominent position, ranking either as the top or second in the Indian market. ISGEC's strategic approach includes establishing technical tie-ups with reputable companies, particularly in specialised fields such as Air Pollution Control, Process Plant Equipment, Boilers, and Presses. These collaborations empower ISGEC to provide optimal technical solutions and high-quality products to customers both within India and internationally.</p>	<p>Negative Implication: Economic downturns and a decrease in market share may lead to increased competition and can limit the Company's ability to invest in research and development, hindering long-term growth. Financial challenges may lead to cost-cutting measures, potentially resulting in layoffs or reduced employee benefits, impacting workforce morale and productivity.</p> <p>Positive Implication: A larger market share and robust economic performance often contribute to improved pricing power, expansion opportunities, stakeholder confidence and overall enhanced profitability for the Company.</p>
11	Customer Relationship Management	Opportunity	<p>Customer Relationship Management (CRM) offers ISGEC a prime chance to hold up its standing in the market and strengthen ties with clients. In today's cutthroat competitive environment, nurturing enduring relationships with customers can make or break the Company's fortunes. Through effective utilisation of CRM tools, ISGEC can unlock invaluable perspectives, boost customer interaction, and customise its solutions to keep pace with changing needs. This approach not only reinforces customer allegiance but also boosts brand endorsement, charting a course for enduring expansion and financial viability down the line.</p>	-	<p>Positive Implication: By leveraging CRM data and insights, ISGEC can identify upselling and cross-selling opportunities, thereby boosting sales and revenue generation. Additionally, improved customer relationships fostered through CRM can result in positive word-of-mouth referrals and enhanced brand reputation, attracting new customers and further driving financial growth. ISGEC also conducts Customer satisfaction surveys from time to time to engage with Customers.</p>

12	Biodiversity Management and Land Use	Opportunity	ISGEC recognises an opportunity in biodiversity management and land-use as strategic imperatives by acknowledging the fundamental importance of preserving biodiversity for a balanced ecosystem. By exclusively operating outside protected or restricted areas, the Company emphasises its dedication to minimising any adverse impact on biodiversity.	-	Positive Implication: The dedication to biodiversity preservation ensures long-term sustainability and distinguishes the Company from its competitors. ISGEC's appeal to environmentally conscious consumers and businesses not only sets it apart but also reduces the legal challenges faced by companies operating in the engineering sector.
13	Corporate Citizenship and Charity	Opportunity	With a strong CSR policy in place, ISGEC channels its resources into initiatives aimed at uplifting marginalised communities surrounding its plants. From installing rainwater harvesting systems to providing solar energy in schools, the Company's commitment to environmental sustainability and social development shines through. By investing in skills development and rural projects, ISGEC not only enriches lives but also fortifies its position as a responsible corporate entity dedicated to societal progress.	-	Positive Implication: By investing in the well-being of marginalised communities and promoting sustainable development, ISGEC strengthens its social license to operate. This, in turn, enhances brand reputation and customer loyalty, potentially leading to increased sales and market share. Moreover, participating in CSR activities can attract socially conscious investors and partners, expanding access to capital and fostering long-term financial stability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

ISGEC adheres to a comprehensive set of policies aimed at ensuring effective governance within the Company. These policies are centered around the nine principles delineated in NGRBC (P1 to P9). ISGEC places significant emphasis on compliance with relevant regulatory and statutory mandates across all its operations. Regular policy reviews are conducted to ensure alignment with evolving regulations, particularly those concerning Environment, Social, and Governance (ESG) standards.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity 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 towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to 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

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>POLICY AND MANAGEMENT PROCESSES</p> <p>4. Name the national and international codes/ certifications/ labels/ standards</p>	<p>Quality Management System (9001:2015)</p>	<p>Environmental Management System (14001:2015)</p>	<p>Occupational Health and Safety Management System (45001:2018)</p>	<p>ISGEC does not have any codes/ certifications/ labels/ standards in line with principle 4 of the NGRBCs. However, Company engages with the community members through community development program carried out specifically around the area of its operations.</p>	<p>Occupational Health and Safety Management System (45001:2018)</p>	<p>Environmental Management System (14001:2015) and ISO 45001</p>	<p>ISGEC does not have any codes/ certifications/ labels/ standards in line with principle 7 of the NGRBCs.</p>	<p>ISGEC does not have any codes/ certifications/ labels/ standards in line with principle 8 of the NGRBCs.</p>	<p>ISGEC has multiple certifications/ accreditations/ labels in line with Principle 9 of the NGRBCs. They are ASME U-2, U, S, R' Stamp of National Board with 'NB' certification, 'CE' Marking for supply to European Union, IBR Approval, Class 1 fabricator of Fusion welded pressure from Lloyd's Register of Shipping, approval for Liquefiable Gas Containers and license from China safety and quality. These are globally recognized certifications which authenticates quality of Company's products and in turn instills trust and satisfaction among the Company's customers.</p>

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
POLICY AND MANAGEMENT PROCESSES									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	ISGEC has been implementing multiple initiatives on Environment, Social and Governance parameters. Through dedicated efforts, over the years, the Company has reduced its carbon footprint, and reduced its consumption of resources. The Company with its strong corporate governance has taken multiple steps for the benefits of their employees. However, the Company has formally initiated the ESG journey from FY 23 and is in the process of drafting specific targets that can be achieved in coming years.								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	The Company stands committed to take forward the initiatives that are being implemented and will strive towards achieving the targets that will be drafted after due consultation.								

*Anti-Bribery and Anti-Corruption Policy of the Company is applicable to its suppliers and other third-party contractors. Other than this, no other policy has its scope extended beyond the employees of the Company.

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	<p>ISGEC as a responsible corporate citizen, firmly believes in conducting its business operations responsibly and sustainably. The Company has been continually taking initiatives to imbibe Environmental, Social, and Governance (ESG) related principles across its operations and value chain. Through a comprehensive materiality assessment process, ISGEC has embraced an inclusive approach, actively seeking input from key stakeholders to identify and prioritize pertinent topics. Recognizing the significance of stakeholders' perspectives in driving business success and enhancing strategic direction, ISGEC has curated a selection of topics deemed material to the Company's operations.</p> <p>The Company stands committed to ensure the Health and Safety of all employees and workers. Multiple initiatives have been undertaken across the business operations (Project and Manufacturing service lines) to develop a robust health and safety management system with a goal towards developing a "Zero Accident Culture" across the operations. The Company will continue to work towards minimizing its carbon footprint while continuing to create value for all its stakeholders.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.	At the highest level, the Board of Directors, KMPs and CSR committee have the primary role to promote and assess the business responsibility performance of the Company.
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. There is no specified committee of the Board. The implementation of policies is reviewed by the Management and also by the Internal Audit Department.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	The Company has implemented and following all policies formulated in compliance with all applicable laws. These policies are reviewed by the Managing Directors/Whole Time Directors as and when necessary or whenever there is any amendment in any applicable law.	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all statutory requirements and are reviewed by the Directors/ committee(s) periodically apart from review by KMPs and internal audit teams.	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly

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.

No assessment/ evaluation of Company Policies has been conducted by any external agency.

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

All principles are covered under relevant policies. The Company has ensured that all the policies that have been formulated are in compliance with all applicable laws. These policies are reviewed by the Managing Directors/Whole-time Directors as and when necessary or whenever there is any amendment in any applicable law.

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

The Company upholds integrity and ethical conduct in all its business operations. It has developed a Code of Conduct in line with Regulation 17(5) of SEBI (Listing Obligations and Disclosure Requirements) 2015, applicable to the Board of Directors and Senior Management Personnel. This code outlines expected behaviors, emphasizing compliance with laws and regulations, and prohibits any conflicts of interest, prioritizing the Company’s interests over personal ones.

Additionally, the Company has a Vigil Mechanism/Whistleblower Policy enabling Directors, Stakeholders, Individual Employees, and their representatives to report genuine concerns, illegal or unethical practices, or instances of unpublished price-sensitive information leakage. The Audit Committee oversees the Policy’s implementation. For detailed information, please refer to the responses provided below:

Essential Indicators

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

The Company regularly conducts various training programs for all its employees at various levels. The detailed information on the number and type of trainings imparted is provided below in the standard format:

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	0	-	0
Key Managerial Personnel (KMP)	0	-	0
Employees other than BoD and KMPs	356	<ul style="list-style-type: none"> Professional development Communication & interpersonal skills Health & well-being Workplace safety Customer service Skill enhancement 	69.5%
Workers	120	<ul style="list-style-type: none"> Health & safety Training & development Sustainability Skill development 	67.2%

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):

Nil

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	None	-	-	-	-
Settlement	None	-	-	-	-
Compounding fee	None	-	-	-	-

Non-monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	-	-	-
Punishment	None	-	-	-

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.

ISGEC has an anti-corruption or anti-bribery policy. This policy aims to ensure that all business dealings are conducted in compliance with applicable laws and following high standards of professionalism, fairness and with integrity.

The policy can be accessed from the following link:

<https://www.isgrec.com/pdf/Anti-Bribery-Corruption-Policy.pdf>

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

There have been no instances of disciplinary action taken against Directors, Key Management Personnel (KMP), or employees/workers at ISGEC regarding corruption and bribery.

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints about conflict of interest.

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not applicable	Nil	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	Nil	Not applicable

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.

Since there were no complaints against the Board of Directors, KMPs, senior management employees and other employees of the Company, no corrective actions were needed to be taken on cases of corruption and conflict of interest.

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

No. of days of accounts payables	FY 2023-24	FY 2022-23
	125.7	126.7

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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	No purchases from trading house	No purchases from trading house
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of sales	a. Sales to dealers / distributors as % of total sales	ISGEC does not involve in any sales to dealers	ISGEC does not involve in any sales to dealers
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.4%	0.4%
	b. Sales (Sales to related parties / Total Sales)	1.8%	0.8%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	91.9%	90.5%
	d. Investments (Investments in related parties / Total Investments made)	93.2%	90.8%

Leadership Indicators

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

The Company collaborates with reputable, established suppliers for the procurement of raw materials and purchased equipment. Additionally, it engages with MSME suppliers and construction & erection contractors. The vendor selection process prioritizes partnerships with companies that uphold high standards of quality, health, and safety practices, while ensuring full compliance with all relevant laws and regulations.

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
Nil	Nil	Nil

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

Company has a Code of Conduct applicable to the Board of Directors and senior management employees of the Company. The Code of Conduct includes provision on conflict of interest. The code clearly defines the criteria of conflict of interest and mandates its Directors and senior management to disclose any outside business interest that may result into the conflict with the personal and Company's interest.

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

ISGEC specializes in designing and manufacturing custom-made products tailored to meet specific customer requirements. Each product is meticulously crafted to integrate top-notch features, ensuring high quality, safety, ease of operation, maintenance, energy efficiency, and durability.

The Company maintains stringent quality and inspection systems to guarantee that all goods and services offered are not only safe but also sustainable throughout their entire life cycle.

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impact
R&D	Nil	Nil	-
Capex	Nil	Nil	

Note: The Company continuously works on improving designs and technology of its products and value engineering to make its products competitive and value for money. It also has strategic tie-ups and technical collaboration with some of the leading foreign manufacturers for specific products for the Indian market.

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

The Company is in the process of developing procedures for sustainable sourcing as part of its purchases. Prior to partnering with suppliers, the Company conducts thorough evaluations using a vendor assessment form. This form meticulously scrutinizes the suppliers' performance, particularly focusing on environmental and social parameters. This ensures that suppliers align with the Company's standards and commitments in these areas before being onboarded.

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

Not applicable

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): ISGEC's primary customers are some of the leading companies in the industry. ISGEC supplies heavy machinery for these companies and sells both nationally and internationally. The products manufactured by the Company have a longer lifecycle ranging even up to 25-30 years.

The plastic used by ISGEC in packaging is mostly the reused component of the packaging material from suppliers supplying raw materials, thus reducing the need of virgin plastic and reducing the environmental footprint.

b. E-waste: The Company does not manufacture and sell any product which falls under the electronics category.

c. Hazardous waste: The Company does not manufacture and sell any product which falls under the hazardous category.

d. Other waste: ISGEC stands as a prominent supplier of heavy machinery to leading industry entities, serving markets domestically and abroad. Renowned for their longevity, ISGEC's products endure for 25-30 years. In packaging practices, ISGEC champions sustainability by primarily employing recycled wood, sourced from suppliers of raw materials.

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.

Extended Producer Responsibility (EPR) provisions of the Environment Protection Act 1986, read with different rules made thereunder, is not applicable to the Company.

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?

The Company specializes in providing durable capital goods machinery and plants designed for longevity.

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

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable	Not applicable	Not applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
	-	Iron (8.4%)

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:

Type of Waste	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	Nil	3,346.3	-	Nil	Nil	-
E-waste	Nil	Nil	-	Nil	Nil	-
Hazardous waste (used oil & battery)	Nil	25.1	-	Nil	Nil	-
Other waste (wood)	77.4	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
Not applicable	Not applicable

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

ISGEC collaborates with Great Place to Work® Institute for initiatives like 'Dil Se Bolo,' prioritizing workplace satisfaction. With a 95% participation rate, the survey gathers insights from diverse departments and locations. Followed by Focused Group Discussions, led by Great Place to Work®¹ representatives, ensuring inclusive dialogue. The Action Planning Workshop (APW) translates findings into concrete plans, emphasizing continuous improvement and employee well-being. ISGEC's commitment to fostering a supportive environment reinforces its reputation as an employer of choice, dedicated to employee growth and success.

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	2,430	1,435	59.1%	2430	100%	0	0	0	0	0	0
Female	55	12	21.8%	55	100%	55	100%	0	0	0	0
Total	2,485	1,447	58.2%	2485	100%	55	2.2%	0	0	0	0
Other than permanent employees											
Male	632	334	52.8%	632	100%	0	0	0	0	0	0
Female	18	2	11.1%	18	100%	18	100%	0	0	0	0
Total	650	336	51.7%	650	100%	18	2.8%	0	0	0	0

* The % has been calculated based on the no. of employees who have availed the benefit. However, the Company offers health insurance facility to all employees.

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

% Of workers covered by											
Category	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)
Permanent workers											
Male	494	253	51.2%	494	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	494	253	51.2%	494	100%	0	0	0	0	0	0
Other than permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

¹ Great Place to Work® refers to an organization that assesses and recognizes workplaces based on employee feedback and cultural audits. It evaluates companies worldwide to identify those with exceptional workplace cultures characterized by trust, camaraderie, and opportunities for personal and professional growth. Through its assessments and rankings, "Great Place to Work" aims to highlight organizations where employees are valued, respected, and motivated, ultimately fostering environments that contribute to both individual and organizational success.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.1%	0.2%

2. Details of retirement benefits for the current and previous financial year

The company ensures a secure future for its employees by offering robust retirement benefits. By safeguarding financial security, the Company ensures that its workforce can confidently plan for and enjoy a fulfilling retirement, reflecting its dedication to long-term employee well-being and satisfaction.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	86.1%*	100%	Yes	100%	100%	Yes
Gratuity	85.9%**	100%	Yes	100%	100%	Yes
ESI	0.6%	0.1%	Yes	0.1%	18.4%	Yes
Others-Leave Encashment	100%	100%	Not applicable	100%	100%	Yes
Others-NPS	6.9%	0	Yes	6.6%	0	Yes

* 437 contractual employees are not covered

**437 contractual + 5 employees from Bawal unit are not covered

3. Accessibility of workplaces

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

Yes. The Company's offices and premises have been meticulously crafted with inclusivity as a top priority. Discrimination based on disability is firmly opposed, evident in the diverse workforce that includes individuals with disabilities. The facilities are universally accessible, featuring ramps for seamless entry regardless of physical ability.

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

Yes. The Company implements a Human Resource policy that applies to all current and prospective employees. One aspect of this policy emphasizes Isgec's commitment to non-discrimination, ensuring equal treatment for all employees irrespective of factors such as race, religion, colour, sex, age, or social status. Discrimination in any form, including during the hiring process, is strictly prohibited.

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

One woman has availed the maternity benefits during the financial year 2023-24 and has returned to the work during the same financial year.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not applicable	Not applicable	Not applicable	Not applicable
Female	100%	100%	Not applicable	Not applicable
Total	100%	100%	Not applicable	Not applicable

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes.
Other than Permanent Employees	Redressal of grievances in a timely manner is one of the methods to build trust between employees/workers and the Company. The employees and workers at the offices and plants may reach out to their business head with their grievances. Team leader shall take appropriate action to redress it and in case the complainant is not satisfied with the response/ action, they may take the matter to the Human Resource Head.
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,485	0	0	2,354	0	0
Male	2,430	0	0	2,304	0	0
Female	55	0	0	50	0	0
Total Permanent Workers	494	449	90.9%	515	513	99.6%
Male	494	449	90.9%	514	512	99.6%
Female	0	0	0	1	1	100%

8. Details of training given to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health & safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
EMPLOYEES										
Male	3,062	1,567	51.2%	1,932	63.1%	2,304	2,304	100%	276	11.9%
Female	73	24	32.9%	22	30.1%	50	50	100%	7	14%
Total	3,135	1,591	50.8%	1,954	62.3%	2,354	2,354	100%	283	12.0%
WORKERS										
Male	494	445	90.1%	403	81.6%	514	514	100%	61	11.9%
Female	0	0	0	0	0	1	1	100%	0	0
Total	494	445	90.1%	403	81.6%	515	515	100%	61	11.8%

9. Details of performance and career development reviews of employees and workers

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	3,062	2,737	89.4%	2,304	2,189	95.0%
Female	73	65	89.0%	50	47	94.0%
Total	3,135	2,802	89.4%	2,354	2,236	94.9%
WORKERS						
Male	494	391	79.2%	514	488	94.9%
Female	0	0	0	1	1	100.0%
Total	494	391	79.2%	515	489	94.9%

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

Yes. ISGEC is an ISO 45001: 2018 certified Company. A periodic third-party assessment is done to assess its robustness and efficacy. During the assessment process, feedback from workers, employees and supervisors is taken and is incorporated in the corrective action plan formulated for ensuring robustness of the management system. The independent/third-party assessment is undertaken by DNV GL Business Assurance for the manufacturing business and for Project business it is done by Lloyds Register of Quality Assurance.

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

The Company identifies and assesses work-related hazards through a combination of routine and non-routine methods. Routine activities include Hazard Identification and Risk Analysis, Job Safety Analysis, and Routine Safety Inspections, alongside non-routine measures such as Inter-shop Safety Patrols and Internal Safety audits aligned with ISO standard. Additionally, the implementation of a robust work permit system adds an extra layer of precaution, ensuring that every task is performed with due diligence and adherence to safety regulations.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. All workers are permitted to work only after they are given safety briefing on the activities to be performed. The Company has a structured process

in place for workers to report on the work-related hazards. All the facilities and plants are categorized into two zones- high risk and low risk. Based on the categorization, effective measures are undertaken. For example, at high-risk zone one safety officer is deputed for every 50 people whereas in the low-risk zone, the number goes up to 200 persons.

Workers may report on the issues to internal supervisors initially. Further, there is a hierarchy of personnel responsible for addressing any health and safety related issues that may arise. For example, the first point of contact is internal supervisor who is followed by Site In-charge, Resident Construction Manager, Safety Manager, Safety Officer and Site Manager. The emergency contact number is put up on display along with the contact numbers of persons mentioned above, responsible for prevention and management health related risks. Most of the Company's plants and sites have ambulances on standby.

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

Yes. In order to ensure better health and safety of its employees, the Company has tied-up with some recognized hospitals such as Apollo, HCL Healthcare, ICARE, Multi-Specialty Clinic etc. Under this, health check-up packages are provided to its employees at a discounted rate. Furthermore, at the Yamunanagar plant, the Company has Dispensary and Health Centers in which healthcare services are provided to the employees/workers and their family members. Periodically, the Company also arranges certain free medical check-up for employees.

11. Details of safety related incidents

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.8	0
	Workers	2.7	0.2
Total recordable work-related injuries	Employees	2	0
	Workers	7	14
No. of fatalities	Employees	0	1
	Workers	0	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

In ISGEC, safety takes precedence. The Company conducts comprehensive hazard and risk analyses, delivers thorough health and safety training, and encourages both management and workers to actively engage in safety meetings. Clear safety objectives are established and met, complemented by regular plant inspections and swift corrective measures.

Accidents undergo thorough investigation, leading to the implementation of preventive recommendations. Motivation through rewards is employed, and personal protective equipment is supplied based on risk assessments, guaranteeing a safe working environment for all employees. The Company conducted 56 fire drills across its manufacturing units during FY 2023-24.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2023-24			FY 2022-23		
	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	0	0	-	98	6	-
Health & Safety	0	0	-	6	0	-

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	87.5 %
Working Conditions	87.5 %

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 and safety practices and working conditions.

During the assessments, working at heights and material handling process were found to be the areas of concern. Therefore, dedicated actions were undertaken by the Company to mitigate the risks. Some of the initiatives taken to mitigate height related risks are usage of scaffoldings, aerial lift/scissor lifts, fixed lifeline anchored during roof top work, full body double lanyard harness and compliance with Height work permit system.

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)?

The Company have below compensatory package in the event of death of employees and workers*:

1. Death relief scheme to give compensation to the family of deceased employees and workers in case of death during service.
2. Statutory benefit under PF scheme i.e., Employees Death Linked Insurance (EDLI).
3. Gratuity insurance benefit- Amount equivalent to gratuity amount if the person worked till retirement age.

* Only permanent employees and workers are covered. Out of 650 Other than permanent employees, 211 employees are also covered under these schemes.

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

Isgec engages with suppliers which are GST registered companies and periodically reviews on the portal if GST dues have been paid to the authority on time. In case of any discrepancy found, supplier payment is held back by the Company until the compliance is ensured.

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

No.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	85%
Working Conditions	85%

5. 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

The Company actively engages with both internal and external stakeholders throughout its value chain to comprehend their needs and preferences. Recognizing the significance of ongoing interaction, the company views it as vital for fostering business growth and enhancing stakeholder value.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

ISGEC acknowledges the importance of all stakeholders in driving the sustainable growth of the Company and recognizes those people and institutions as its stakeholders which have significant influence over the Company's business and also get affected by it. Therefore, it has identified shareholders, banks, stock exchange of India, directors, employees, customers, and suppliers as its main internal and external stakeholders.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders/ Bankers	No	Annual General Meeting, Quarterly Investor Calls, Investor presentation on website	Quarterly	To update about Company's business position
Employees	No	Periodic emails, intranet, social media groups, Virtual Meetings, In house magazine "Isgec Alive"	On a regular basis	Employees are one of the major drivers for the success of the Company. Company believes that regular interaction with employees boosts their morale and motivates them. The interaction helps in increasing retention of talent.
Directors	No	Email, telecalls, Board Meetings	On a regular basis	To keep them informed/updated on Company's activities.
Customers, Suppliers and Service Providers	No	Email, telecalls, Customer Meets, Supplier Meets, participation in Trade Shows and Exhibitions, Social Media Posts	On a regular basis	The Company engages with its customers with the objective to build trust amongst its customers and incorporate their perspective and demand in the product and service portfolio. The Company also wants to inform customers about its product offerings. The Company has dedicated Vendor Development Department and Quality Teams which work to improve capabilities of vendors and contractors.

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.

Feedback is provided by Managing Director and Whole-time Directors to the Board.

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 ISGEC, a sustainability issue is deemed material if it represents a principal risk or contributes to one that could impact business performance. Additionally, issues are considered material if they are deemed essential by key internal stakeholders. Stakeholder insights play a crucial role in assessing the relative importance of each issue, guiding ISGEC in prioritizing its sustainability efforts effectively.

By delineating and prioritizing these areas, the Company aims to advance its sustainability endeavours and further embed responsible business practices within its operations, ensuring alignment with stakeholder expectations and industry standards.

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

Nil.

PRINCIPLE 5 - Businesses should respect and promote human rights

The Company prioritizes the protection of human rights for all its employees and workers. This commitment is evident in its various policies, including the Human Resource (HR) policy, which expressly prohibits discrimination and ensures equal treatment for everyone. Additionally, the Company is dedicated to preventing and addressing instances of harassment, including bullying, intimidation, and sexual harassment. Through a standalone Prevention of Sexual Harassment at Workplace (POSH) policy, the Company establishes a structured process for handling such cases. Any violations of human rights are promptly addressed by the management through an appropriate complaint handling procedure.

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 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	2,485	669	26.9%	2,354	849	36.0%
Other than Permanent	650	257	39.5%	381	107	28.1%
Total employees	3,135	926	29.5%	2,735	956	34.9%
WORKERS						
Permanent	494	10	2.0%	515	84	16.3%
Other than Permanent	0	0	0	0	0	0
Total workers	494	10	2.0%	515	84	16.3%

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	2,485	0	0	2,485	100%	2,354	0	0	2,354	100%
Male	2,430	0	0	2,430	100%	2,304	0	0	2,304	100%
Female	55	0	0	55	100%	50	0	0	50	100%
Other then permanent	650	0	0	650	100%	381	0	0	381	100%
Male	632	0	0	632	100%	371	0	0	371	100%
Female	18	0	0	18	100%	10	0	0	10	100%
WORKERS										
Permanent	494	0	0	494	100%	515	0	0	515	100%
Male	494	0	0	494	100%	514	0	0	514	100%
Female	0	0	0	0	0	1	0	0	1	100%
Other then permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	5,05,000.00	1	4,35,000.00
KMP (other than BoD)	1	36,36,698.00	0	-
Employees other than BOD & KMP*	3,054	9,06,887.93	72	7,47,438.79
Workers	494	4,69,570.00	0	-

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages.	2.6	2.4

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

Yes, the Company's Chief Human resource officer (for EPC offices & sites) and General Manager (HR & Admin) for Plants is responsible for dealing with Human rights issues.

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

ISGEC has established internal mechanisms to address human rights grievances effectively. The Whistleblower Policy provides a direct line to the audit committee for reporting concerns. Additionally, the company's website lists contact details for various business units, facilitating easy communication for issue resolution. Furthermore, ISGEC complies with the POSH Act, ensuring a safe workplace environment and outlining procedures for addressing sexual harassment incidents promptly. These measures reflect ISGEC's commitment to upholding human rights and fostering a respectful workplace culture.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	-	-	Nil	-	-
Discrimination at workplace	Nil	-	-	Nil	-	-
Child Labour	Nil	-	-	Nil	-	-
Forced/Involuntary Labour	Nil	-	-	Nil	-	-
Wages	Nil	-	-	Nil	-	-
Other human rights related issues	Nil	-	-	Nil	-	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on 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.

ISGEC has established internal mechanisms to effectively address grievances related to human rights. Through its Whistleblower Policy, individuals have direct access to the audit committee for reporting concerns. Moreover, the company's website features contact information for different business units, simplifying communication and issue resolution. Additionally, ISGEC adheres to the POSH Act, guaranteeing a secure workplace environment and establishing procedures for promptly handling sexual harassment cases.

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

Yes. The Company's vendor assessment process ensures that vendors do not allow child labour, forced labour and follow laws for minimum wages.

10. Assessments for the year:

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

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 risks or concerns were observed.

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?**

The Company is committed to ensuring accessibility for all individuals, including those with disabilities. To achieve this, the Company has implemented ramps and lifts in its office premises, allowing easy access for differently abled visitors.

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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forces Labour/ Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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

Not applicable

Principle 6- Business should respect and make efforts to protect and restore the environment

Isgec is dedicated to minimizing its environmental footprint and promoting conservation efforts. Recognizing the urgency of addressing climate change and preserving environmental integrity, the Company prioritizes maintaining a clean and healthy environment. Its commitment is evident by the certification of its facilities under ISO 14001 (Environmental Management System), ensuring adherence to rigorous environmental standards.

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	7.3	12.4
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	7.3	12.4
From non-renewable sources		
Total electricity consumption (D)	169.5	156.1
Total fuel consumption (E)	117.5	166.3
Energy consumption through other sources (F)	17.6	0
Total energy consumed from non-renewable sources (D+E+F)	287.0	322.4
Total energy consumption (A+B+C+D+E+F)	294.3	334.8
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)-J/INR	6053.8	7197.0
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)-Gj/rupee adjusted for PPP	0.0001269	0.0001508

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

No independent assessment has been carried out by any external agency for FY 23-24.

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

No, the Company's facilities do not fall under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground Water	2,23,564	1,64,658
(iii) Third Party Water	19,349	8,000
(iv) Seawater/Desalinated Water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	2,42,913	1,72,658
Total volume of water consumption (in kilolitres)	2,42,913	1,72,658
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)-litre/INR	0.0050	0.0037
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)-litre/rupee adjusted for PPP	0.104	0.078

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

No independent assessment has been carried out by any external agency for FY 23-24.

4. Provide the following details related to water discharged.

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(iv) Sent to third parties	64,371	0
- No treatment	7,980	0
- With treatment, please specify level of treatment	56,391	0

Parameter	FY 2023-24	FY 2022-23
(v) Others	35,500	
- No treatment	35,500	35,500
- With treatment, please specify level of treatment	0	0
Total water discharged in kilolitres	99,871	35,500

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

No independent assessment has been carried out by any external agency for FY 23-24.

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

The Company acknowledges the importance of water conservation and has implemented initiatives to enhance efficiency and reduce overall consumption. While its processes do not require water consumption, the majority of water usage is attributed to domestic purposes such as drinking and kitchens. To minimize water consumption, the Company promptly addresses any leaks to prevent wastage.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm ³	34.6	71 ^{^*}
SOx	mg/Nm ³	11.6	28 [*]
Particulate matter (PM)	mg/Nm ³	47.1	128
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others	-	0	0

[^]For the HSD fuel used in DG sets only, the maximum value was 203.57 ppmV and 187.76 ppmV for FY 23.

^{*}The values reported here are the maximum values recorded at any point of time in the assessment period

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. Third party assessment was carried out by M/s Haryana Test House & Consultancy Services (Panipat) Haryana.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13,003.3	10,727.2
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	33,753.2	30,770.2
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.962	0.892
(Total Scope 1 and Scope 2 emissions/ Revenue from operations)- gmCO ₂ e/INR			
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)		20.2	18.7
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)- gmCO ₂ e/ rupee adjusted for PPP			

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

No independent assessment has been carried out by any external agency for FY 23-24.

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

The Company has actively pursued measures to lower its greenhouse gas emissions by prioritizing energy

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efficiency and embracing alternative energy sources. These efforts have resulted in substantial reductions in carbon emissions. Key initiatives include:

Transitioning to energy-efficient air conditioning units and equipment.

Embracing renewable energy through the installation of solar power plants.

Implementing RLNG fuel for specific operational processes to minimize reliance on traditional fossil fuels.

These sustainable practices underscore the Company's commitment to environmental responsibility and mitigating its carbon footprint.

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

Parameter	FY 2023-24	FY 2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	13.6	0.3
E-Waste (B)	2.5	0.3
Bio-Medical Waste (C)	0	0
Construction and demolition waste (D)	1.3	1.3
Battery For (E)	9.2	3.5
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any-Used Oil (G)	15.9	14.9
Other Non-hazardous waste generated (H). Please specify, if any - MS melting scrap, wooden waste, cardboard	8,281.9	0
Total (A+B+C+D+E+F+G+H)	8,324.5	20.2
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)-gm/INR	0.171	0.00043
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)-gm/rupee adjusted for PPP	3.59	0.01
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	3371.4	0.3
ii. Re-used	77.4	0
iii. Other recovery operations	0	18.4
Total	3,448.8	18.7
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i. Incineration	0	0
ii. Landfilling	0	0
iii. Other disposal operations	0	0
Total	0	0

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

No independent assessment has been carried out by any external agency for FY 23-24.

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

The Company abides by the 3-R principle—Reduce,

Reuse, and Recycle—to minimize waste generation. Additionally, it consciously minimizes plastic usage, such as avoiding plastic bottles in meetings and official gatherings whenever feasible. Moreover, the Company predominantly utilizes electronic devices in its offices. After these devices reach the end of their lifespan, they are sold to authorized recyclers to ensure proper e-waste management.

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

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2023-24.

During the reporting period, none of the projects required Environment Impact Assessment to be undertaken in compliance with EIA notification 2006.

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

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.

Yes. ISGEC complies with all applicable environmental law and guidelines.

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
Not applicable				

Leadership Indicators

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	Not being tracked	Not being tracked
Total Scope 3 emissions per rupee of turnover	TCO ₂ e/ INR	Not being tracked	Not being tracked
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.

Not applicable

2. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

Principle 7- Business, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicator

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

ISGEC is a member of eleven (11) 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	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	Confederation of Indian Industry (CII)	National
4	PHD Chamber of Commerce & Industry	National
5	Sugar Technologist’s Association of India (STAI)	National
6	Indian Industries Association (IIA)	National
7	The Institute of Indian Foundrymen (Northern Region)	State
8	Machine Tool Manufacturers Association	National
9	International Society of Sugarcane Technologists	National
10	Yamuna Nagar-Jagadhri Chamber of Commerce & Industries	State

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

Name of the Authority	Brief of the case	Corrective Action Taken
Not applicable as ISGEC does not have any adverse order against it.		

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
	Nil	Nil	Nil	Nil	Nil

Principle 8-Businesses should promote inclusive growth and equitable development

Isgec is committed to promote wellbeing of weaker/marginalized/vulnerable section of the society. It follows a CSR Policy and undertakes multi-year projects and one-time projects, in the areas around its plants. Some of the areas on which Isgec has done CSR activities include rainwater harvesting system, providing solar energy system in Government Schools, training, and skills development for a large number of Apprentices with paid stipends at its factories, establishments of CNC Centre of Excellence at ITI's, and contribution to educational societies.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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In the Financial Year 2023-24, the Company has not undertaken any projects that required Social Impact Assessment (SIA) as per the applicable law. Thus, this provision is not applicable.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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, no project/activity undertaken by the Company caused displacement of the population and thus R&R was not required.

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

ISGEC has put in place internal mechanisms to address grievances from the community effectively. Utilizing the Company's website, community members can easily find contact information for various business units, enabling seamless communication for resolving issues. Additionally, individuals have the option to email their concerns directly to designated representatives. These initiatives underscore ISGEC's commitment to promptly handling community grievances and fostering positive relationships.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	19.1%	39.0%
Directly from within India	94.1%	94.8%

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 2023-24	FY 2022-23
Rural	-	-
Semi-urban	-	-
Urban	38.1%	37.94%
Metropolitan	61.9%	62.06%

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).

Since ISGEC does not need Social Impact Assessment for any projects, no mitigation measures are adopted for assessing the negative impacts of the same.

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

None of the projects undertaken by the Company falls into the aspirational districts category. All projects undertaken by the Company are located in two regions, Yamunanagar and Delhi.

S. No.	State	Aspirational district	Amount spent (in Rs.)
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Nil

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

Company prefers vendors/contractors situated in close vicinity for the procurement of products and services for its manufacturing and project business respectively. It also procures significantly from MSMEs, thus lending its support to small businesses. However, Company does not have any dedicated Preferential Procurement Policy in place.

b. From which marginalized /vulnerable groups do you procure?

Not applicable.

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

19.1% (procured from MSME).

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:

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Traditional knowledge refers to the knowledge about the practical nature which is undocumented and is in use. The knowledge is embedded in the cultural traditions of the local, ethnic or indigenous community.

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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Not applicable, since the Company does not use any traditional knowledge.

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
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Not applicable, since Isgec does not use traditional knowledge

6. Details of beneficiaries of CSR projects

S. No.	CSR Projects (in FY 2023-24)	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Contribution to Nai Disha Education & Cultural Society	Not applicable	Not applicable
2	Stipend paid to Apprentices selected for Training & Skill development	378	Not applicable
3	Camp organized for Government School students for teaching science subjects	Not applicable	Not applicable
4	Contribution to Rotary Club of Gandevi Charitable Trust	Not applicable	Not applicable
5	Cleaning of Rainwater Harvesting System	Not applicable	Not applicable
6	Installation of 15 Kilo Watt Solar Power System at Ni Aasre Da Aasa society	Not applicable	Not applicable
7	Installation of Solar Power Systems in 18 Nos of Govt. Schools	Not applicable	Not applicable
8	Construction of Rainwater Harvesting System in 8 Government Schools	Not applicable	Not applicable
9	Reconstruction of retaining wall – Rattangarh.	Not applicable	Not applicable
10	Environment Protection (Art & Quiz competition) Awareness programme in Government schools	Not applicable	Not applicable
11	Donation to Aarohan Welfare Society for purchase of a vehicle for carrying physically disabled persons.	Not applicable	Not applicable
12	Gym & Gymnastic items at villages of Muzaffargarh, Uttar Pradesh	Not applicable	Not applicable
13	Additional 5 Kilo Watt Solar Power System in 3 Government schools	Not applicable	Not applicable
14	Replacement of batteries at 2 Government Schools (GSSS Mussimbal & GSSS Kadri)	Not applicable	Not applicable
15	Cleaning of Rainwater Harvesting Systems	Not applicable	Not applicable

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.

In case of any issue/complaint, the customers may directly email the business head stating its concern. Further, as soon as the complaint is received by the business head, the Company promptly investigates the reason behind the concern and take appropriate measure to address the problem on time. Additionally, the website provides contact information for various business units, facilitating direct communication for issue resolution.

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 the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Since the primary business activity of the Company is setting up projects and manufacturing heavy engineering goods or capital goods, the lifecycle of its products is significantly high with a lifetime of 25 to 30 years. Therefore, this provision is not applicable to the Company.

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

	FY 2023-24		Remarks	FY 2022-23		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	No complaints have been received on data privacy	Nil	Nil	No complaints have been received on data privacy
Advertising	Nil	Nil	No complaints have been received on advertising	Nil	Nil	No complaints have been received on advertising
Cybersecurity	Nil	Nil	No complaints have been received on cybersecurity	Nil	Nil	No complaints have been received on cybersecurity
Delivery of essential services	Nil	Nil	Project business and manufacturing of capital goods do not qualify as essential services	Nil	Nil	Project business and manufacturing of capital goods do not qualify as essential services
Restrictive Trade Practices	Nil	Nil	No complaints received on restrictive trade practices	Nil	Nil	No complaints received on restrictive trade practices
Unfair Trade Practices	Nil	Nil	No complaints received on unfair trade practices	Nil	Nil	No complaints received on unfair trade practices
Other	Nil	Nil	-	Nil	Nil	-

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	Not applicable	Not applicable
Forced recalls	Not applicable	Not applicable

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.

Company has a data security policy which is in line with IT General Controls and ensures data security and controlled access.

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.

The Company has been continuously enhancing its IT systems and applications to bolster cyber security measures. Throughout the year, various initiatives have been undertaken across the organization. An External Consultant has been appointed to conduct vulnerability assessment penetration testing, with the project nearing completion.

To safeguard ISGEC's public-facing applications from external threats and application layer attacks, several Web Application Firewall (WAF) has been implemented. Additionally, enhancement to email security has been completed, and implementation is currently underway.

A senior cyber security personnel has been appointed, actively conducting training and awareness sessions across the Company. Furthermore, a Personal Cyber Security Month campaign has been launched for all employees, aimed at equipping them with the necessary knowledge and tools for online safety.

It is noted that there have been no instances of product recalls within the organization, and there have been no penalties or regulatory actions taken concerning the safety of products or services.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

No data breaches faced in FY 2023-24.

b. Percentage of data breaches involving personally identifiable information of customer)

Not applicable

c. Impact, if any, of the data breaches

Not applicable.

Leadership Indicators

1. Channels / platforms where information on products and services of the Company can be accessed.

Isgec uses multiple channels to circulate information regarding its product and services. They are as follows- Website address: <https://www.isgec.com/>, LinkedIn Profile: <https://www.linkedin.com/company/isgec-heavy-engineering-ltd/>. Magazine: Powerline, Facebook: <https://www.facebook.com/isgec.engg/>, Instagram: @isgec.engg

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

Each product manufactured and dispatched by the Company includes an Operations and Maintenance Manual (O&M), providing essential instructions for safe product usage and handling. Furthermore, the Company conducts customer training sessions at its Head Office, where personnel responsible for managing the operation and maintenance of the products receive comprehensive training on their appropriate use.

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

Isgec does not provide essential services. Therefore, 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. 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)

Not applicable.