

Business Responsibility and Sustainability Report (BRSR)

PREFACE

Scarcity of natural resources, drastic climate change and societal imbalances are deep concerns knocking at the door of humanity. In the recent past at the time of COVID 19 we experienced how important it is for our human race to use available resources judiciously without disturbing the ecological balance.

At Bharat Wire Ropes we see sustainability not as a goal to achieve but as a walk of life where we fulfil our present needs without compromising the needs of our future generation. We believe in contributing back to the society with utmost sincerity and governance. We aim to grow our business in a responsible manner, as we continue to respect the environment and strengthen our sustainability efforts. The world continues to change rapidly across multiple dimensions, leading to rapid evolution in the principles assessing businesses. The commitment of an entity to environmental, social, and governance (ESG) principles with internal and external stakeholders has taken prominence.

The new Business Responsibility and Sustainability Report (BRSR) paves the way for companies in India towards greater ESG disclosures, while generating a positive impact on the established ways for doing business. Its prime focus is on social empowerment, environment conservation, reduced inequality, sustainable processes and ethical business practices being the key factors of BRSR.

This report highlights our ESG approach, strategy, and disclosure on the basis of the BRSR template and guidelines. However, we believe ESG compliance and reporting is a small of-shoot of this sustainability journey, where we aim to rope-in all our stakeholders and value chain partners to contribute.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed entity	L27200MH1986PLC040468
2. Name of the Listed Entity	Bharat Wire Ropes Ltd.
3. Year of incorporation	24/07/1986
4. Registered office address	Plot No. 4, MIDC, Chalisgaon Industrial Area, Village Khadki, Taluka Chalisgaon, District Jalgaon 424101, Maharashtra
5. Corporate address	A-701, Trade World Building, Kamala Mills Compound, SB Marg, Lower Parel (W) Mumbai - 400013, Maharashtra.
6. E-mail	compliance@bharatwireropes.com
7. Telephone	022-66824600
8. Website	www.bharatwireropes.com
9. Financial year for which reporting is being done	2022-2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Ltd. and National Stock Exchange of India Ltd.
11. Paid-up Capital	Rs. 67,93,57,390/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Govinda Soni Contact: 022 266824626
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are for Bharat Wire Ropes Ltd. on a standalone basis.

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of Entity
1.	Manufacturing	Manufacturing of Wire, Wire Ropes, Strands, Slings, etc	100%

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

Sr. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Wire and Wire Ropes	2599	100%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	2	1	3
International	-	-	Nil

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	More Than 50 Countries (Through Dealer Network)

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

The contribution of exports was 5.14% of the total turnover of the Company for the Financial Year ended 31st March, 2023.

c. A brief on types of customers

Bharat Wire Ropes manufactures Industrial ropes used in heavy industries. It Deals in B2B segment and its customers are big corporate houses and Industries

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	256	227	89%	29	11%
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total Employees (D+E)	256	227	89%	29	11%
WORKERS						
4	Permanent (F)	248	248	100%	0	0
5	Other than Permanent (G)	571	566	99%	5	1%
6	Total Workers (F+G)	819	814	99%	5	1%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	0	0	0	0	0
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	7	0	NA

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

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37.45%	45.16%	38.25%	30.80%	30.43%	30.76%	23.49%	9.09%	22.68%
Permanent Workers	6.47%	0%	6.47%	5.15%	0%	5.15%	7.09%	0%	7.09%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	MITCON Solar Alliance Limited	Associate Company	26.72%	No

VI. CSR Details

22. (I) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) **YES**
(ii) Turnover (in Rs.) **Rs. 58,906.45 Lakhs**
(ii) Net worth (in Rs.) **Rs. 56,016.87 Lakhs**

VII. Transparency and Disclosure Compliance

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-2023			FY 2021-2022		
	(If Yes, then provide web-link for grievance redress policy)	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, Weblink : https://www.bharatwireropes.com/investor-relations/shareholders-informations	Nil	Nil	NA	Nil	Nil	NA
Investors							
(other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		Nil	Nil	NA	Nil	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA
Other (please specify)		Nil	Nil	NA	Nil	Nil	NA

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (Risk /Opportunity)	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	Water Management	Risk	Water is a critical resource that's also scarce. Poor water management shall lead to misutilization of resource and adverse impact on environment.	We ensure consistent and robust management and monitoring to conserve water as well as recycle as far as practicable. The Company believes in ensuring optimum utilization of water resources. There is 'zero liquid discharge' outside the plants and the treated water is used for development of green belt.	Positive: The "Zero Liquid Discharge" system requires some investments and cost to maintain the same. However, it makes the company more sustainable and environment friendly that benefits more than the cost involved.
2	Ethics and Compliance	Opportunity	Strong focus on ethics and compliance creates a cordial business environment conducive to employee loyalty, reduced attrition and attracting talent.	NA	Positive: Reduced attrition translates to cost savings on re-hiring and training. This also improves overall employee efficiency.
3	Employee Wellbeing	Risk	<ul style="list-style-type: none"> Employees are the backbone of our business and operations. Disgruntled employees will have adverse effect on operations and non-compliance with the Statutory guidelines can affect business activity. 	This risk is mitigated by having transparent policies on compensation and promotion of employees. Easy and quick grievance redressal. We arrange programs within the organization that enhance employee belonging.	Positive
4	Product innovation, safety, and quality	Opportunity	Rapidly growing economy and focus on infrastructure facilities by the Government. Presents significant opportunity for us to meet the requirements, leveraging on our product portfolio and innovation.	NA	Positive
5	Waste Management	Risk	Inappropriate waste disposal is a danger to community as a whole and also attract penal action from Government bodies.	Our manufacturing processes require minimal use of chemicals. Our waste management practice includes responsible disposal of hazardous waste and reducing waste. The waste generated during the process is scrapped out and is qualified to be recycled.	Negative
6	Respect for Human Rights	Opportunity	Adherence to Human Rights policies and generating awareness for the same, increases stakeholder confidence, provides a safe environment to workers and increases a sense of belonging for the employees	NA	Positive
7	Customer Satisfaction	Opportunity	Customers are a Key Stakeholders for the organization. Customer satisfaction leads the path for market development, market penetration and getting value to the customers thereby resulting in gains for the company. It is an important factor for the reputation of our brand	NA	Positive
8	Occupational Health and Safety	Risk	Employee Health and Safety incidents pose regulatory, reputational, and business continuity risks. Risk of failure/ non-compliance can impact our business operations.	Our company has POSH for safety of our employees and workers. Regular training sessions are conducted on safety. We invest in safety related technology for well being of our employee and workers.	Positive: Even though we need to invest in safety related technology, PPE and training, the benefits of uninterrupted operations outweigh the associated costs.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
Policy and management processes									
1. a. Whether your entity’s policy/policies	Y	Y	Y	Y	Y	Y	Y	Y	Y
cover each principle and its core elements of the NGRBCs. (Yes/No)									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.bharatwireropes.com/investor-relations/shareholders-informations								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever required								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has ISO 9001-2015, ISO 14001-2015 and ISO 45001-2018 certification (Quality Management and Environment Management system) for its Manufacturing units. Further, Company has obtained accreditation under the BIS Certification as per IS 2365:2018.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
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)	Refer Preface on page no. 1								
8. Details of the highest authority responsible for implementation and oversight of the	Mr. M.L. Mittal								
Business Responsibility policy(ies).									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Sustainability related issues are reviewed by CSR Committee								

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee									Frequency								
	Any other Committee									(Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P	P	P	P	P	P	P	P	P
										1	2	3	4	5	6	7	8	9
Performance against	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director & Executive Director.																	
Above policies and follow up action																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable.																	
Disclosure Requirements									P	P	P	P	P	P	P	P	P	P
									1	2	3	4	5	6	7	8	9	9
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. However the Company conducts periodic review of the charters, policies through independent directors, internal auditors.									

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	All principles are covered by policies								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	%age of person in respective category covered by the awareness programmes
Board of Directors	1	Business, strategy, risk, update of laws, Principles of Corporate Governance	100%
Key Managerial Personnel	1	Business, strategy, risk, update of laws, Principles of Corporate Governance	100%
Employees other than BOD and KMPs	12	Induction Training, business ethics and values	90%
Workers	12	Induction Training, business ethics and values	90%

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

Monetary					
	NGRBC Principle	Name of the regulatory and enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No such action taken during the financial year 2022-23 and 2021-22				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory and enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No such action taken during the financial year 2022-23 and 2021-22				
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
NA	NA

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

Yes, <https://www.bharatwireropes.com/investor-relations/shareholders-informations>

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

	FY 2022-2023	FY 2021-2022
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2022-2023		FY 2021-2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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
No Such Instances

Leadership Indicators

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

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

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

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

Essential Indicators

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

	FY 2022-2023	FY 2021-2022	Details of Improvements in environmental and social impacts
R&D	NIL (Company conducts R&D linked to environmental and social initiatives, however currently the expenditures are not tracked)		
Capex			

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, the Company being a responsible corporate citizen, sources all of its major input materials from ESG compliant vendors only.
 - If yes, what percentage of inputs were sourced sustainably?
100% of major input materials are sourced from ESG compliant vendors only.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
Not Applicable, the Company is into manufacturing wire and wire ropes that require steel as input. The products have elongated useful life and the same can be recycled at local level as well. As such recovery of residual or waste product (Mainly steel) is not required. There are no significant (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
- 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) is not applicable

Leadership Indicators

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

NIC Code	Name of Products /Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain (Yes/No)
				(Yes/No)	If yes, provide the web-link.
Not Applicable					

- 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		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023	FY 2021-2022
Nil	Nil	Nil

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

	FY 2022-2023			FY 2021-2022		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste						
Hazardous Waste						
Other Waste						

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

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

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No.	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
		(B)									
Permanent Employees											
Male	227	227	100%	227	100%	0	0%	0	0%	0	0%
Female	29	29	100%	29	100%	29	100%	0	0%	0	0%
Total	256	256	100%	256	100%	29	11%	0	0%	0	0%
Other than Permanent Employees											
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%

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

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No.	% (B/A)	No. (C)	%	No. (D)	% (D/A)	No. (E)	%	No. (F)	% (F/A)
		(B)			(C/A)				(E/A)		
Permanent Workers											
Male	248	248	100%	248	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	248	248	100%	248	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	566	566	100%	566	100%	0	0%	0	0%	0	0%
Female	5	5	100%	5	100%	5	100%	0	0%	0	0%
Total	571	571	100%	571	100%	5	1%	0	0%	0	0%

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

Benefits	FY 2022-2023			FY 2021-2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	96%	100%	Y	96%	100%	Y
Gratuity	75.66%	26.17%	Y	52.89%	33.58%	Y
ESIC	29.03%	49.47%	Y	20.44%	95.68%	Y

3. Accessibility of workplaces

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

Not Applicable. Presently, the Company does not have any differently abled employee.

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's policy on hiring does not discriminate against persons with disabilities.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance redressal policy and POSH are practiced.
Other than Permanent Workers	
Permanent Employee	
Other than Permanent Employees	

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

Category	FY 2022-2023			FY 2021-2022		
	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	256	0	0%	227	0	0%
Male	227	0	0%	203	0	0%
Female	29	0	0%	24	0	0%
Total Permanent Workers	248	108	43%	260	108	41%
Male	248	108	43%	260	108	41%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total	On Health and Safety Measures		On Skill Upgradation	
		No.	% (B/A)	No. (C)	% (C/A)	(D)	No.	% (E/D)	No.	% (F/D)
		(B)					(E)		(F)	
Employees										
Male	227	177	51%	38	17%	203	49	11.58%	22	5.20%
Female	29	7	24%	6	21%	24	20	74.07%	3	11.11%
Total	256	184	71%	44	17%	227	69	15.33%	25	5.55%
Workers										
Male	814	189	23%	320	39%	563	107	19%	83	15%
Female	5	5	100%	5	100%	5	5	100%	5	100%
Total	819	194	24%	325	40%	568	112	20%	88	16%

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

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	227	207	91%	203	189	93%
Female	29	28	96%	24	21	88%
Total	256	235	92%	227	210	93%
Workers						
Male	814	590	72%	563	266	47%
Female	5	0	0%	5	0	0%
Total	819	590	72%	568	266	47%

10. Health and safety management system:

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

Yes, the Company has implemented occupational health and Safety Management System, which covers activities across both the manufacturing plants, offices and ensuring the protection of environment and health & safety of its employees, contractors, visitors and relevant stakeholders.

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

Occupational Health & Safety Management System are an integral part of our manufacturing facilities and requirements of ISO 9001, 14001, 45001, etc. The Company has a process for Risk Management, wherein the employee/worker is trained to exercise all safety protocols.

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

Yes, all work-related hazards involved in the routine activities are identified and assessed using Hazard Identification and Risk Assessment (HIRA) and control measures are put in place. The site risk register is reviewed and updated accordingly. At Bharat Wire Ropes Ltd., we encourage our workers to report to the management any irregularities or near miss accidents observed.

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

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

Safety Incident/Number	Category	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

At Bharat Wire Ropes Ltd. we believe in providing healthy and safe working environment to our employees and workers. The Company follows effective incident and investigation procedures and CAPA System. Plant safety meetings are conducted at regular intervals wherein plant inspection, risk assessment, job safety analysis, EHS / OHS are discussed on regular basis. First aid has been installed as per Factory Act regulations. As per the systems being implemented, employees are expected to report all accidents, incidents, near miss and even unsafe conditions /unsafe acts at workplace. All such cases are adequately investigated and preventive / corrective actions are taken. As per the safety norms practiced, training is provided to all categories of employees.

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

	FY 2022-2023			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions. **At Bharat Wire Ropes Ltd. we have best practices across both the plants for prevention of injuries / incidents and ensures safety improvements as well as take several steps to prevent accidents at workplace. Risk Management for preventing incidents, injuries, occupational disease, emergency control and prevention and business continuity Observations / concerns, if any, pointed by the auditors are discussed in detail and appropriate actions are immediately taken.**

Leadership Indicators

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

Yes, the Company has in place the Group Accident Policy and the Workmen Compensation Policy, ESIC and PF.

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

All Statutory dues are paid before due date in consultation with professionals appointed to ensure timely payment.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	-	-	-	-
Workers	-	-	-	-

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	-
Working conditions	-

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

No such assessment was performed.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Stakeholder groups are identified based on the nature of their engagement with the entity. Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Business partners / suppliers and contractors	No	Emails/ Internal Communication platforms/ Meetings	Need Basis	Business Association
Lenders / Bankers	No	Emails/ Meetings	Regular	Business Association
Investors	No	Emails/ Meetings/ Website/ Investor Presentation	Need Basis	Business Association
Shareholders	No	Emails/ Website/ Shareholders Meeting	Annually	Business Association
Employees	No	Emails/ Internal Communication platforms/ Meetings	Regular	Business Association
Customers / Service partners	No	Emails/ Meetings	Need Basis	Business Association
Government / Regulators	No	Emails/ Meetings	Need Basis	Business Association

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance. A continuous engagement with all the stakeholders and incorporation of their valuable feedback within the system is an ongoing process.
- 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, outcome of the stakeholder engagement is analysed to identify the concern(s) on sustainability for the Company. The process help identify and prioritize issues related to relevant economic, environmental and social issues.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
The Company believes in a fair, just, and non-discriminatory treatment to all stakeholder needs and concerns. The vulnerable/ marginalized stakeholders groups are identified and prioritized.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2022-2023			FY 2021-2022		
	Total	No. of employees / Workers covered	% (B/A)	Total	No. of employees / Workers covered	%
	(A)	(B)		(C)	(D)	(D/C)
Employees						
Permanent	256	102	40%	227	63	28%
Other than Permanent	0	-	-	0	-	-
Total Employees	256	102	40%	227	63	28%
Workers						
Permanent	248	142	57%	260	67	25%
Other than Permanent	571	325	57%	308	40	13%
Total Workers	819	467	57%	568	107	19%

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

Category		FY 2022-2023				FY 2021-2022				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	256	Nil	Nil	256	100%	227	Nil	Nil	227	100%
Male	227	Nil	Nil	227	100%	203	Nil	Nil	203	100%
Female	29	Nil	Nil	29	100%	24	Nil	Nil	24	100%
Other than Permanent	0	Nil	Nil	0	0	0	Nil	Nil	0	0
Male	0	Nil	Nil	0	0	0	Nil	Nil	0	0
Female	0	Nil	Nil	0	0	0	Nil	Nil	0	0
Workers										
Permanent	248	Nil	Nil	230	100%	266	Nil	Nil	266	100%
Male	248	Nil	Nil	230	100%	266	Nil	Nil	266	100%
Female	0	Nil	Nil	0	100%	0	Nil	Nil	0	100%
Other than Permanent	571	Nil	Nil	571	100%	308	Nil	Nil	308	100%
Male	566	Nil	Nil	566	100%	303	Nil	Nil	303	100%
Female	5	Nil	Nil	5	100%	5	Nil	Nil	5	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. in million)	Number	Median remuneration/ salary/ wages of respective category (Rs. in million)
Board of Directors	4	Rs.77 Lakhs*	Nil	NA
Key Managerial Personnel	7#	Rs.54 Lakhs	Nil	NA
Employees other than BoD and KMP	227	Rs. 4.14 Lakhs	29	Rs. 4.83 Lakhs
Workers	248	Rs.3.76 Lakhs	Nil	NA

*Independent Director and Non-Executive Director are excluded as they receive only sitting fees

#Includes Two Managing Directors and Two Whole Time Directors

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, all the complaints regarding human rights issues are taken directly to Human Resource department (HR) or Head of the respective departments and appropriate actions are taken as per the certified standing orders of the Company. The Head of Human Resource department of the Company is the authorized personnel responsible for implementing human right functions in the Company.

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

All Grievances including grievances under human rights are addressed as and when received by the respective Plant Heads /Project Managers / Head of Department in coordination with Human Resource Department. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue /complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance, if required, is sought from regulatory authority. Additionally, we have a grievance redressal Committee which reviews the issues on Monthly basis.

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

	FY 2022-2023			FY 2021-2022		
	Pending complaints at the beginning of the year	Filed during the year	Pending resolution at the end of year	Pending complaints at the beginning of the year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. **The Company addresses all complaints through its grievance redressal mechanism Committee on monthly basis. The Company also has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on Company's reputation. The Company gives prime importance to the dignity and respect of its employees irrespective of their gender or hierarchy and expects responsible conduct and behaviour on the part of employees at all levels.**

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

No

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.
Not Applicable

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
Not Applicable as there have been no grievances / complaints of human rights violation received by the Company.
- Details of the scope and coverage of any Human rights due-diligence conducted.
The Company has not conducted any human rights due-diligence during FY 2022-23.
- 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? -
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	All our value chain partners are assessed on these parameters
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
There were no significant concerns arising from the assessments Therefore no corrective actions required.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-2023	FY 2021-2022
Total electricity consumption (A) in Gigajoules	93958.254 GJ	85371.1704 GJ
Total fuel consumption (B) in Gigajoules	90.144 GJ	155.1744 GJ
Energy consumption through other sources (C) in Gigajoules	N.A.	N.A.
Total energy consumption (A+B+C) in Gigajoules	94048.398 GJ	85526.3448 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.004434923KWH	0.005784887KWH
Energy 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.

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

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	96600 KL	86150 KL
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	96600 KL	86150 KL
Total volume of water consumption (in kiloliters)	96600 KL	86150 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000163988 KL	0.0000209775 KL
Water 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.

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

Yes, the Company has implemented a policy for Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NOx	Mg/M3	21.9	19.8
Sox	Mg/M3	20	16.8
Particulate matter (PM)	Mg/M3	194.5	216.5
Persistent Organic Pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
No
8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.288 MT	0.948 MT
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	6.120 MT	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Sludge/Solid - 645.898 MT Liquid / Chemical - 402.073 MT Total - 1047.971 MT	Sludge/Solid - 658.64 MT Liquid / Chemical - 150.01 MT Total - 808.65 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1)Steel scrap -2504.471 MT	1)Steel scrap -1922.28 MT
	2) Canteen Waste-5.15 M/T	2) Canteen Waste-4.35 M/T
	3)Ms Drums - 0.8 MT	3)Ms Drums - 8.7 MT
Total (A+B + C + D + E + F + G + H)	3564.8 MT	2744.928 MT
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	353.67	454.68
(iii) Other disposal operations	694.304	353.97
Total	1047.971	808.65

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, the Company did not carry out independent assessment by an external agency.

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

The Company has entered into Agreement(s) with entities authorized by the State Pollution Control Board for collection, transportation, treatment, storage and disposal of hazardous /other waste through pre-processing. The disposal pathway is determined on the basis of characteristics of waste generated and as per MoEF, CPCB and SPCB rules and guidelines as issued from time to time.

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

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

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

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

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

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	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. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-2023	FY 2021-2022
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	93958.254 GJ	85371.1704 GJ
Total fuel consumption (E)	90.144 GJ	155.1744 GJ
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	94048.398 GJ	85526.3448 GJ

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023	FY 2021-2022
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

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

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

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	96600 KL	86150 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	96600 KL	86150 KL
Total volume of water consumption (in kiloliters)	96600 KL	86150 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000176140081611848	0.0000228266
Water intensity (optional)– the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

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.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
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)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
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.

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

Not Applicable

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

Not Applicable

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. **Refer our Risk Management Policy** [“https://www.bharatwireropes.com/investor-relations/shareholders-informations”](https://www.bharatwireropes.com/investor-relations/shareholders-informations)

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

Nil

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

No such assessment was carried.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Association of Industries	National

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

Name of Authority	Brief of the case	Corrective action taken
Not Applicable, as no adverse orders were passed by regulatory authorities against the Company.		

Leadership Indicator

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

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

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicator

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

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

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

Sr. 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 `)
Not Applicable						

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

Not Applicable

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

Name of Product / Service	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	1%	1%
Sourced directly from within the district and neighbouring districts	1%	1%

Leadership Indicator

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):

No such assessment was carried.

Details of negative social impact identified	Corrective action taken
Nil	Nil

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

Though the Company has undertaken various CSR activities, it has not undertaken any such CSR activity in designated aspirational districts identified by government bodies.

Sr. No.	State	Aspirational District	Amount spent ` in million
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No, the Company does not have a preferential procurement policy.

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

Not Applicable

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

Not Applicable

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

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

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
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicator

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. The Company is into B2B and does not offer its products to ultimate consumers. Feedback is obtained from the B2B customers on the product quality and services. This feedback is evaluated internally, and appropriate actions are taken in order to meet B2B customer expectations.
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	100%

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

	FY 2022-2023		Remarks	FY 2021-2022		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	NA	Nil	Nil	NA
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	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.

Yes. Company has an internal framework for cyber security and mitigation of associated risks. A cyber security framework has been developed and is followed in order to take appropriate security measures.

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

Not Applicable, as there are no issues within the reporting period with respect to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls. No penalty /action taken by regulatory authorities.

Leadership Indicator

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

The Company's Products can be accessed on the Website “www.bharatwireropes.com”

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. Information on safe and responsible usage of product is provided on Material Safety Data Sheet (MSDS). Care instructions on the product as well as packaging are provided based on specific retailer and program guidelines.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. The Company is into B2B and hence not applicable.

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

The Company adheres to all applicable laws and regulations on product labelling.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

There were no instances of data breaches

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

Nil