

Annexure to the Directors' Report

Annexure-F

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of Listed Entity

1	Corporate Identity Number (CIN) of the Company	L40104WB1981PLC033408
2	Name of the Company	SKIPPER LIMITED
3	Year of Incorporation	1981
4	Registered Office address	3A, LOUDON STREET, 1ST FLOOR KOLKATA WB 700017 IN
5	Corporate Address	3A, LOUDON STREET, 1ST FLOOR KOLKATA WB 700017 IN
6	Email ID	investor.relations@skipperlimited.com
7	Telephone	+91 33 22895731/5732
8	Website	www.skipperlimited.com
9	Financial year of which Reporting is being done	1st April, 2023 to 31st March, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) & National Stock Exchange Limited (NSE)
11	Paid Up Capital	Rs. 10,52,36,967
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Company Secretary : Mrs. Anu Singh Telephone No: +91 33 22895731/5732 Email ID: investors.relations@skipperlimited.com
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).	Standalone
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufactures T&D structures, Distribution poles, Polymer products	82%
2	Infrastructure projects	EPC solutions in tower design, tower testing, manufacturing, and onsite construction	18%

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	Manufacturing of Engineering products	2511	68%
2	Manufacturing of Polymer products	2220	14%
3	Infrastructure projects	4220	18%

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	5	4	9
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location.	Number
National (No. of states)	28 states & 8 Union Territories
International (No. of countries)	54

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

19.37% of the total turnover is the contribution from our exports.

c. A brief on types of customers

The Company operates a diverse business portfolio across three distinct divisions: engineering goods, polymer, and infrastructure. Catering to a broad customer base, it serves telecom, power transmission and distribution companies primarily in the B2B sectors. Additionally, the Company has successfully expanded into the B2C market through its polymers business, integrating a branded business model into its operations.

IV. Employees

20. Details as at the end of Financial Year:

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)	1875	1856	99%	19	1%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total Employees (D + E)	1875	1856	99%	19	1%
WORKERS						
4.	Permanent (F)	1293	1293	100%	0	0%
5.	Other than Permanent (G)	4021	4000	99%	21	1%
6.	Total workers (F + G)	5314	5293	100%	21	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28%	36%	28%	29%	58%	29%	24%	29%	24%
Permanent Workers	36%	0%	36%	18%	0%	18%	26%	0%	26%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Skipper-Metzer India LLP	Joint Venture	50%	Yes

VI. CSR DETAILS

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

(ii) Turnover (in Rs.) 32,820.43 million

(iii) Net worth (in Rs.) 8,911.78 million

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance redressal Mechanism Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints Filed during the year	Number of Complaints pending resolution at close of the year	Remarks
Communities	- https://	0	0	-	0	0	-
Investors (Other than shareholders)	skipperlimited.com/investor-relations/pdf/	0	0	-	0	0	-
Shareholders	com/investor-relations/pdf/	3	0	-	0	0	-
Employees and workers	Code-of-Conduct-for-Directors-and-SMP-19may23.pdf	0	0	-	0	0	-
Customers	Code-of-Conduct-for-Directors-and-SMP-19may23.pdf	0	0	-	0	0	-
Value Chain Partners	Code-of-Conduct-for-Directors-and-SMP-19may23.pdf	0	0	-	0	0	-
Other (please specify)	Code-of-Conduct-for-Directors-and-SMP-19may23.pdf	0	0	-	0	0	-

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

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	GHG emissions management	Risk & Opportunity	<p>Risk: Skipper's engineering products require multiple energy sources in their manufacturing process. The fossil fuels used in fabrication and galvanizing processes produce greenhouse gas (GHG) emissions. The Company has a strong presence in both Indian and international markets, where there is a heightened focus on managing GHG emissions. Therefore, failing to address emissions could lead to higher costs of doing business.</p> <p>Opportunity: Implementing proactive measures to reduce the carbon footprint of our products would align with customer preferences, open new markets, and reinforce Skipper's commitment as a responsible global player.</p>	<p>The Company is taking a comprehensive approach to understanding its carbon footprint at the facility and product levels. It has initiated a phased replacement of CO2 gas with an 80:20 Argon-CO2 mixture, which helps reduce emissions.</p> <p>The Company has initiated a Life Cycle Assessment (LCA) for its two product lines towers and poles. This initiative is driven by the need to align with emerging regulations and compliance requirements, particularly in international markets where the company exports its products.</p>	Positive and Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Energy Management	Risk & Opportunity	<p>Risk:</p> <p>Skipper's manufacturing process requires various sources of energy with electricity contributing to a quarter of its energy mix. Therefore, the company recognizes the need to adopt technology to maximize energy efficiency. Inefficient energy management could result in increased production costs for the Company.</p> <p>Opportunity:</p> <p>Initiatives focusing on energy-efficient practices offer a distinct opportunity for cost reduction and competitive advantage. Implementing such technologies can lower operational costs, improve margins, and help mitigate climate change impacts. Transitioning to renewable energy sources provides access to cleaner and more efficient energy, thereby enhancing our sustainability efforts and market position.</p>	<p>The Company is equipped with 3 MW solar plants across all three units, generating 20,56,280 kWh.</p> <p>Initiatives like daylight harvesting systems, installing LED lights, and VFD installations reduce the Company's reliance on fossil fuel-generated energy.</p> <p>As part of its energy management initiatives, the Company is proud to announce its recognition as a winner in the Encon Awards 2023, organized by CII, for Excellence in Energy Conservation. This achievement highlights the Company's ongoing commitment to sustainable practices and environmental stewardship.</p>	Positive and Negative
3	Water and Effluent Management	Risk	<p>Risk:</p> <p>Water is integral to the Company's operations, particularly in the rolling mills. These mills require water for cooling hot metals, a process that leads to water evaporation upon contact with heated surfaces. Additionally, water is consumed in galvanized iron (GI) operations for rinsing and chemical dilution purposes. Moreover, during quenching activities, products undergo immersion in water tubs for cooling.</p> <p>Inefficient use of water may lead to depletion of natural resources. Further, if the effluents are not managed well, it will adversely impact health, the environment and ecology and can also lead to regulatory sanctions.</p>	<p>The Company acknowledges the significance of water management and has implemented several water-saving initiatives that reduce the withdrawal of fresh water.</p> <p>The Company has installed sewage treatment plants (STPs) and effluent treatment plants (ETPs) to ensure that the water discharged from its operations undergoes proper treatment before being released or reused in the operations.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Waste Management	Risk Opportunity	<p>Risk:</p> <p>Given the nature of the sector, the manufacturing process generates both hazardous and non-hazardous waste. Improper waste management may lead to negative health impacts on employees, workers, and surrounding community members. Additionally, it can result in regulatory sanctions and damage the Company's reputation.</p> <p>Opportunity:</p> <p>By implementing comprehensive waste management, the company demonstrates its environmental and social consciousness, positively impacting the environment. Additionally, reducing waste generation during the process has a positive financial impact.</p>	<p>The Company's waste management practices adhere to statutory regulations and industry benchmarks, ensuring compliance at every stage.</p> <p>The Company's tower and polymer units promote the efficient utilization of raw materials, fostering responsible resource usage throughout the operations.</p>	Positive and Negative
5	Occupational Health and Safety	Risk and Opportunity	<p>Risk:</p> <p>The manufacturing process involves handling chemicals and working with heavy machinery. Ineffective management of occupational health and safety practices can expose employees to various risks, including physical and ergonomic hazards, potentially resulting in fatalities.</p> <p>Inadequate safety measures can increase employee turnover rates, leading to a loss of productivity and a negative reputational impact on the Company.</p> <p>Opportunities:</p> <p>Implementing a culture that prioritizes health and safety initiatives, including ongoing training, equipment upkeep and hazard identification, along with routine evaluations and safety certifications, enhances the safety and well-being of employees and workers. This proactive approach not only ensures increased productivity but also underscores the company's commitment to fostering a secure working environment.</p>	<p>The Company has implemented ISO 45001:2018 across all operational and project sites, ensuring stringent adherence to international standards.</p> <p>The Company's commitment to safety is demonstrated by the establishment of a Safety Apex Committee, chaired by the Managing Director and with active involvement from all the top management members. Apex Committees are safety Policy-making committees whereas Divisional Implementation Committees (DIC) are the policy implementation committees. This governance framework highlights a steadfast dedication to upholding a safe and sustainable work environment.</p> <p>The Company conducts routine internal safety assessments led by dedicated safety teams at each facility. Regular training sessions for employees emphasize the importance of maintaining a safe working environment.</p>	Positive and Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Diversity, Inclusion, and Equal Opportunity	Opportunity	<p>Effectively managing DE&I in the Company not only aligns with ethical principles but also brings tangible benefits in terms of innovation, talent acquisition, employee engagement, reputation management, and compliance.</p> <p>The Company has achieved "Great Place to Work" certification for the third consecutive time. This achievement underscores the firm belief that success goes beyond project accomplishments, it's also about fostering a strong team and nurturing a positive workplace culture.</p>		Positive
7	Human Rights	Risk	<p>Risk</p> <p>Adhering to human rights principles is a fundamental obligation for the company. Ensuring compliance with human rights laws and regulations is paramount. Any lapses in this regard can result in legal ramifications and adversely impact the company's reputation and brand image.</p>	The Company is firmly dedicated to safeguarding the human rights of its employees and workers. It has aligned its human rights provisions with all statutory requirements. Further, the Company has implemented a whistle-blower mechanism for employees and workers to report any violations of human rights.	Negative
8	Community Development	Opportunity	<p>Engaging with communities is integral to responsible corporate behaviour, fostering inclusive growth and trust. By actively participating in community initiatives and corporate social responsibility (CSR), the company can gain insights into social, economic, and environmental contexts, nurturing stronger stakeholder relationships and fostering innovation. This proactive approach not only benefits society but also helps build trust within communities, contributing to sustainable growth and positive impact.</p>		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Corporate Governance	Opportunity	Corporate governance entails directing and controlling a company while balancing the interests of various stakeholders. It encompasses areas like environmental awareness, ethics, strategy, compensation, and risk management, influencing the environment and society. A robust governance structure that upholds ethical, transparent, and accountable business practices is crucial for sustainable value creation. It not only safeguards the Company's reputation and brand image but ensures long-term success by aligning business operations with broader societal values.		Positive
10	Research, Development and Innovation	Opportunity	The Company's in-house Research and Development (R&D) capabilities have enabled us to develop a robust and state-of-the-art tower testing station. The unique features of the R&D testing centre allow us to consistently deliver innovative and customised tower solutions that optimise efficiency and performance for valued clients.		Positive
11	Product Quality and Safety	Opportunity	Product quality and safety are crucial for our Company. We enhance our product quality through continuous innovation. All our products are certified as per various national and international standards. Rigorous quality control ensures that we use high-quality ingredients and additives for polymers. Our pipes undergo precise extrusion and stringent testing to meet industry standards for durability and longevity, which increases customers safety, stakeholder trust and brand reputation.		Positive

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)									
IT Security Policy									✓
Policy on Preservation of Documents	✓								✓
Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons	✓								
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	✓			✓			✓		
Archival Policy	✓								
Vigil Mechanism/ Whistle Blower Policy	✓		✓	✓	✓		✓		✓
Anti-Bribery and Anti-Corruption Policy	✓						✓		
Nomination and Remuneration Policy	✓								
Corporate Social Responsibility Policy				✓				✓	
Related Party Transactions Policy	✓								
Dividend Distribution Policy				✓					
Code of Conduct for Directors and Senior Management Personnel	✓								
Business Responsibility & Sustainability Policy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Policy for Determination of Materiality of Events	✓			✓					
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.skipperlimited.com/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company encourages its value chain partners to adopt NGRBC principles and other responsible business practices, duly following them based on the value chain partner's business model.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	<ol style="list-style-type: none"> 1) ISO 9001:2015 for Quality Management 2) ISO 45001:2018 for Occupational Health & Safety 3) ISO 14001:2015 for Environmental Management System 4) ISO/IEC 7025 -2017 Testing and calibration laboratories 5) ISO 3834-2: 2021 for Quality requirements for fusion welding of metallic materials 6) DAST-022 7) EN1090-1 & EN1090-2 8) INMETRO Registration Brazil 9) SIRIM QAS 7) LAPEM 8) UKSEPRO- UKRAIN 9) Bureau of Indian Standards (ISI) 10) RETIE 11) GreenPro Ecolabel 12) NSF 14 13) POWERGRID CERTIFICATE (Tower/Rolling/Fasteners & Accessories) 								

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company places emphasis on goals and targets relating to economic, environmental, social, and governance aspects. The individual goals have specific timelines based on the nature of each goal. For instance, economic growth goals have a quarterly timeline, while environmental goals, involving carbon reduction initiatives are set with a longer time frame with a periodic review. Similarly, CSR initiatives are budgeted and implemented within a one-year time frame. The company consistently monitors the progress of these goals and takes any necessary corrective actions.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	At Skipper, every department establishes annual integral targets and goals that are linked to KRAs. These targets are reviewed on a monthly/quarterly basis throughout the organisation. On the environmental front, the company has made progress on multiple initiatives such as phasing out Co2 to argon, shifting to low-sulphur fuels, increasing the capacity of electricity generated from renewable sources, conserving and reusing waste heat, reducing ETP sludge, and reusing process waste. Additionally, the Company has earned certification as a "Great Place to Work" for the third consecutive time reflecting its focus on employees and work culture. The company has also successfully met its CSR budgeted expenditure, positively impacting the community.								
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)	At Skipper, we are committed to enhancing our environmental and social performance, creating value for all stakeholders through sustainable and socially responsible practices. We are honoured to be recognized as a "Great Place to Work" for the third consecutive year. On environment, we implementing several initiatives such as expanding solar capacities, installing heat recovery systems, and Effluent Treatment Plant (ETP) to reduce our environmental footprint. These efforts reflect our unwavering commitment to sustainability and social responsibility as we strive for a brighter and more equitable future for all.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Company has an Environmental, Social and Governance (ESG) Committee in place which is duly responsible for decision-making on sustainability issues. The Committee comprises of two Executive Directors, one Non-Executive Independent Director and one senior executive of the company. The composition of the Committee is as follows:</p> <ol style="list-style-type: none"> 1. Mr. Devesh Bansal – Executive Director (Chairman) 2. Mrs. Mamta Binani – Independent Director (Member) 3. Mr. Yash Pall Jain - Executive Director (Member) 4. Mr. Raj Kumar Nanda – Head EHS - DGM (Member) 								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow-up action	Committee of the Board									Annually							
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Committee of the Board									Continuous evaluation of statutory compliances with various principles through regular assessments and internal audits is made on a continuous basis.								

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.

The Company gets all the major policies reviewed and verified through an external consultant, wherever necessary before the policies are presented to the Board.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							NA		
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

PRINCIPLE 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	14	Relevant statutory amendments Risk management Corporate data & IT security Online Dispute Resolution Corporate risk management Impact of the Data Protection Act Corporate compliance management Guideline for financial instruments Environment & carbon foot printing Recent major amendments in context of Corporate Social Responsibility	100%
Key Managerial Personnel	10	Recent Amendments as introduced by SEBI Various aspects of managerial remuneration Recent major amendments in context of Corporate Social Responsibility and its practical implementation	100%
Employees other than BoD and KMPs	155	Health & safety Leadership training Skill upgradation IMS awareness training Human rights	100%
Workers	146	5S trainings Health & Safety Behavioural-based trainings Human rights	100%

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 Requirements) Regulations, 2015 and as disclosed on the Company's website);

	Monetary				
	NGRBC Principle	Name of the Regulatory Enforcement Agencies/Judicial Institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred ? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding Fee					

Non-Monetary			
NGRBC Principle	Name of the Regulatory Enforcement Agencies/Judicial Institutions	Brief of the Case	Has an Appeal been preferred ? (Yes/No)
Imprisonment Punishment	Nil		

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

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

Yes, the Company has an anti-bribery and anti-corruption policy that guides all directors, employees, and workers. This policy underscores the critical importance of identifying and reporting any potential instances of bribery, corruption, or unethical conduct. The Company has implemented a whistle-blower policy, allowing directors and employees to report concerns related to unethical behaviour, suspected fraud, or violations of the company's code of conduct.

All the policies are available on the company website and the following are the Links for specific policies:

Anti-bribery and Anti-corruption policy

Whistleblower Policy

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

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

Stakeholder group from whom complaint is received	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	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Not Applicable

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

	FY-2023-24	FY- 2022-23
Number of days of accounts payables	106	124

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	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	9.88%	14.26%
	b. Number of dealers / distributors to whom sales are made	227	218
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	31.12%	31.02%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3,886	The company conducts PRMs (Plumber Relationship Meets) at retail points where product information is provided, product-related queries are resolved, and plumber loyalty program enrolment and adoption are undertaken.	A total of 31,088 plumbers are covered under this program.

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

Yes. The Company has a Code of Conduct for the Directors and Senior Management Personnel (SMPs) to manage conflicts of interest involving members of the Board. The BoDs & SMPs are required to affirm the compliance of the code every year. The policy also outlines that if any transactions that prima facie appear to be conflicting with the interest of the Company but are unavoidable, the Director or Senior Management Person involved in such transaction needs to disclose the same to the Board.

The policy can be found on Skipper's website at the link:

<https://repository.skipperlimited.com/investor-relations/pdf/Code-of-Conduct-for-Directors-and-SMP-19may23.pdf>

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-2023-24	FY-2022-23	Details of improvements in environmental and social impacts
R&D	The R&D unit will facilitate in-house load testing and prototype testing. Further, it will help improve and customize tower design, resulting in increased customer satisfaction.		
Capex	5.40%	9.92%	In FY 2023-24 the Company has Invested in solar plants to increase its renewable share. In FY 2023-24 the Company has invested expanding its solar capacities, installation of STPs to reduce its dependency on the freshwater.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, the Company prefers to have a responsible and sustainable supply chain. The majority of the raw material suppliers hold both national and international certifications in environmental and social management systems, reflecting our commitment to partnering with ethical and responsible entities. Additionally, we prioritize local sourcing practices, with approximately 53% of our raw materials is sourced with the state. This approach not only supports local economies but also reduces emissions associated with material transportation.
 - If yes, what percentage of inputs were sourced sustainably?
65% of inputs are from reputed corporates.
- 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.

Plastic waste (including packaging)	The plastic waste generated from our polymers unit is being 95% reused back in our production. Further, the Company has registered for Extended Producer Responsibility (EPR) norms regarding packaging waste.
E-waste	The Company generates a minimal amount of E-waste, which is responsibly disposed of through authorized waste disposal vendors.
Hazardous waste	The Company follows all the environmental regulatory requirements and disposes of its hazardous waste generated at the manufacturing unit through SPCB/CPCB authorized dealers.
Other waste	The other major waste generated in operations is metal waste, which is recyclable.

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

Yes, the EPR is applicable for entity activities and confirms that the waste collection plan is aligned with the Extended Producer Responsibility plan submitted to the Pollution Control Board.

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 has undertaken a Life Cycle Assessment (LCA) exercise for two of the products Poles and Towers to understand the embedded carbon in the products manufactured. The assessment is currently in progress.

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.
2511	Poles	-	Cradle-to-Gate	Yes	In progress
2511	Towers	-	Cradle-to-Gate	Yes	In progress

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
-	-	-

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
	-	-

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 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) E-waste Hazardous waste Other waste	Not applicable, as the Company's product lifespan is extremely long and at the end of its life, and the products of poles and towers are recyclable at the end of the life of the product					

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

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	% Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	1856	1856	100%	1856	100%	0	0%	0	0%	0	0%
Female	19	19	100%	19	100%	19	100%	0	0%	0	0%
Total	1875	1875	100%	1875	100%	19	1%	0	0%	0	0%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1293	1293	100%	1293	100%	0	0%	0	0%	0	0%
Female	0	0	-	0	-	0	-	0	-	0	-
Total	1293	1293	100%	1293	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	4000	4000	100%	4000	100%	0	0%	0	0%	0	0%
Female	21	21	100%	21	100%	21	100%	0	0%	0	0%
Total	4021	4021	100%	4021	100%	0	0%	0	0%	0	0%

c. Spending on measure 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	0.31%	0.37%

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

Benefits	FY 2023-24			FY 2022-23		
	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	87.2%	99.6%	Y	96%	100%	Y
Gratuity	87.9%	99.5%	NA	97%	100%	NA
ESI	47%	99.6%	Y	50%	100%	Y
Others- please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

While the premises do not fully comply with the requirements of the Rights of Persons with Disabilities Act, of 2016, the Company acknowledges the significance of fostering inclusivity in the workplace. It conducts employee sensitization programs to ensure awareness of the needs and requirements of differently-abled individuals, enabling them to offer appropriate assistance when needed.

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.

Although the company does not have an equal opportunity policy that is aligned with the Rights of Persons with Disability Act 2016, the HR policy, manuals, and business responsibility policy outline equal opportunities for all employees and workers. The Company ensures individuals are evaluated based on their performance regardless of caste, creed, gender, race, religion, disability or sexual orientation. This approach ensures there is no discrimination in recruitment, remuneration, and promotion processes and promotes equal opportunities for all. The policies and procedures guarantee non-discriminatory practices in recruitment, compensation and advancement, thereby fostering equal opportunities for everyone.

Business Responsibility & Sustainability Policy

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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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, any worker or employee with a grievance can email their issue to the concerned department.
Other than Permanent Workers	They can also connect with the site HR team (at the corporate or factory level), which is responsible for managing and overseeing the grievance mechanism.
Permanent Employees	Contractual employees can address any grievances by reporting them directly to the Human Resources department. HR will handle these concerns to ensure fair and timely resolution.
Other than Permanent Employees	Additionally, the Company also has a whistle-blower mechanism where employees can voice their grievances. Employees and workers can raise their grievances to the vigilance officer.

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

Benefits	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	The Company does not have any employee and workers unions.			The Company does not have any employee and workers unions.		
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1856	1856	100%	1574	85%	1139	1,037	91%	1,037	91%
Female	19	19	100%	19	100%	14	14	100%	14	100%
Total	1875	1875	100%	1576	84%	1153	1051	91%	1051	91%
Workers										
Male	1293	1293	100%	1293	100%	1058	1058	100%	1058	100%
Female	0	0	-	0	-	0	0	-	0	-
Total	1293	1293	100%	1293	100%	1058	1058	100%	1058	100%

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

	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B / A)	Total(C)	No. (D)	% (B / A)
Employees						
Male	1856	1269	68%	1139	1139	100%
Female	19	11	58%	14	14	100%
Total	1875	1280	68%	1153	1153	100%
Workers						
Male	1293	1038	80%	1058	1058	100%
Female	0	0	-	0	0	-
Total	1293	1038	80%	1058	1058	100%

10. Health and safety management system:

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

Yes, the Company demonstrates a firm commitment to occupational health and safety through its established Occupational Health and Safety Management System (OHSMS). This robust system encompasses all operational units, ensuring consistent adherence to standardized safety protocols and effective risk management strategies.

Management provides all the required resources, such as manpower, equipment and a suitable healthy and safe work environment for all the employees and workers. Further, the Company has implemented an Integrated Management System (IMS) that adheres to International Organization for Standardization (ISO 45001, ISO 14001, ISO 9001) standards. This approach signifies the Company's dedication to responsible and holistic management practices, further solidifying its commitment to employee well-being.

- 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's health and safety teams conduct regular on-site assessments and hazard identification and risk assessment (HIRA). Risk management includes risk elimination, control, acceptance and transfer. Risks are classified into low, medium and high categories, and corrective action is taken based on the likelihood and severity. Further, the Company also involves the employees and workers in identifying the aspects, impacts, hazards, risks, objective setting, mock drill, etc. Toolbox talks are held once in three days which helps employees and workers with discussions on safety issues.

We have implemented multiple mechanisms to encourage workers to report work-related hazards and hazardous situations. Workers are encouraged to report such incidents to their immediate process owner or supervisor. Additionally, they can inform dedicated safety teams across the units. Suggestion boxes are strategically placed in various locations where workers can anonymously report any incidents or hazards, they encounter.

Our Incident Management process involves investigation, communication, recording and controlling, as well as root cause analysis for prevention measures. In case of any incident, our EHS team immediately investigates and communicates the necessary information to all relevant parties. The team records all incidents in an Incident Register and takes necessary corrective actions to prevent future incidents. They also conduct root cause analysis to identify the cause of the incident and implement measures to prevent its recurrence.

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

The Company promotes a proactive safety culture by encouraging both employees and workers to report any potential hazards such as unsafe work practices, risky behaviour, or near misses, directly to the health and safety team. When encountering such situations, individuals are advised to prioritize their safety by stepping away from the process until a thorough investigation identifies the root cause and corrective actions are implemented.

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

The Company has a strong commitment to employee health and well-being through a comprehensive group healthcare package. The Company launched a worker health promotion program for all employees, collaborating with a nearby hospital close to its Uluberia facility. As part of this initiative, the Company offers financial assistance for the cost of health check-ups. All employees and workers are covered under health insurance, and eligible employees have access to the Employee State Insurance Corporation (ESIC) program. Additionally, the company conducts regular health checkup programs tailored to the needs of the workforce.

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

Parameter	Category*	FY- 2023-24	FY- 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.19	0.20
	Workers	1.43	1.41
Total recordable work-related injuries	Employees	2	2
	Workers	15	14
No. of fatalities	Employees	1	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce.

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

The Company prioritizes employee safety through comprehensive training and proactive measures. All employees and workers receive health and safety training and internal safety audits are conducted to identify and address potential hazards. Each operational unit has dedicated safety officers and paramedical staff, ensuring comprehensive safety measures. At the Uluberia facility, a dedicated doctor is available, while visiting doctors attend to medical needs across all other locations. A safety committee comprising workers and contractors convenes quarterly to discuss and recommend safety improvements.

The Company further promotes safety through specialized training programs. New employees receive induction training covering general safety topics and specific work-related hazards. Ongoing training includes topics like electrical safety, gas cutting, and gas handling. Additionally, safety equipment audits, assess the functionality of safety equipment like fire hydrants, eye showers and hand washers. The Company also provides personal protective equipment such as heat-resistant gloves hand gloves, helmets, earplugs, safety shoes and safety goggles, ensuring employees' workplace safety and overall well-being.

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

	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	Nil	Nil	Nil	Nil	Nil	Y
Health & Safety	Nil	Nil	Nil	Nil	Nil	-

14. Assessments for the year:

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

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

To ensure a safe work environment, the company implements corrective actions on priority. These actions are tailored to the identified risks and may include engineering controls, updated safety procedures, targeted employee training, or the provision of appropriate personal protective equipment. Regular health and safety assessments further identify potential hazards, prompting preventative measures for continuous improvement.

Leadership Indicators

- 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 provides group health insurance and accident coverage for all of its employees and the workers are covered under the Workmen Compensation Act.

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

The Company upholds transparent business practices throughout its value chain. Vendor partners are required to complete an onboarding form and provide copies of all requisite documents to ensure the deduction and depositing of statutory dues. Additionally, vendors must provide a declaration affirming compliance with all statutory norms.

- 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	
	31-Mar-24	31-Mar-23	31-Mar-24	31-Mar-23
Employees	1	0	1	0
Workers	1	1	1	1

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

Yes, the Company provides transition assistance to retired employees wherever feasible.

- 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	0
Working Conditions	0

- 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.

Not Applicable

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.

To ensure effective stakeholder engagement for sustainability reporting, the Company has conducted an assessment to identify both internal and external stakeholders. This identification and prioritization are based on their influence and interest in the organization's sustainability efforts. Identification of stakeholders and prioritization is based on direct discussions, ongoing research, and close monitoring of industry associations and regulatory bodies, ensuring a comprehensive approach and deep understanding of stakeholder concerns.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> * Website * Quarterly financial results * Annual reports * Investor presentations * Annual General Meeting * Emails * Newspapers 	Annually / Quarterly / Need-based	Communication on general updates, new product developments, query redressal, business performance, and understanding the concerns and expectations of the investors.
Customers	No	<ul style="list-style-type: none"> * Advertisements, exhibitions and events * Digital and social media connect * Brochures and catalogues * Website * Phone calls, e-mails * Formal informal review of customer relationships & requirements 	Regular and Continuous Engagement	Developing a deeper understanding of our customer needs and preferences is essential for the growth.
Employees	No	<ul style="list-style-type: none"> * Online and offline training * Emails, newsletters & intranet portals * Team & Staff meetings * Performance appraisal reviews * Committees engagements 	Regular and Continuous Engagement	To understand the job satisfaction parameters, career development, and training for creating a healthy, safe, rewarding, and fulfilling work environment for all employees and workers.
Suppliers	No	<ul style="list-style-type: none"> * Supplier questionnaires and onboarding platform * E-mails and phone call and meets 	Regular and Continuous Engagement	To ensure a smooth and responsible supply chain, prioritize open communication with vendors. This fosters a shared understanding of quality standards, cost considerations and timely delivery expectations, while also aligning on future growth plans.
Regulators	No	<ul style="list-style-type: none"> * E-mails * Regulatory filings * Statutory compliance inspections and reports * Annual reports 	Regular and Continuous Engagement	To Comply with all the current and evolving statutory requirements such as compliances, corporate governance mechanisms, Tax revenues, CPCB norms, etc.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	* Community meetings * CSR programs, reviews, and feedback discussions	Regular and Continuous Engagement	To build and maintain healthy relationships with communities and use and share the local resources responsibly which helps in supporting the local communities and economics.
Industry bodies and associations	No	* Conferences and industry events	Regular and Continuous Engagement	To Collaboratively develop solutions for common challenges.

Leadership Indicators

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

The Company believes that stakeholders play a central role in the process of identifying material topics and facilitating the collective addressing of ESG aspects. Consistent engagement with stakeholders ensures the effective alignment of our strategies, enabling us to achieve company-wide sustainability objectives. By conducting transparent and meaningful consultations with stakeholders. We make informed decisions that are in line with the long-term interests of the organization and its stakeholders. A dedicated ESG committee, comprising two Executive Directors, a Non-Executive Independent Director, and a Senior Executive, leads the monitoring and management of our environmental and social initiatives and issues, ensuring comprehensive oversight and guidance in this critical area.

Our director, Sharan Bansal, has been recognized as one of the 'top 50 achievers and business leaders from clean energy and e-mobility' by SMART Energy magazine. This affirms our visionary leadership, steadfast commitment to sustainable energy initiatives, and significant international impact on clean energy efforts.

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, the Company conducted a materiality assessment to identify its material topics, involving inputs from a diverse range of stakeholder groups. Internal stakeholders, including the board, employees and workers, as well as external stakeholders such as suppliers and customers, provided insights into significant environmental and social topics. This information is further supplemented by in depth secondary research and peer analysis. Based on the reviews, the topics are prioritized considering their importance to stakeholders and their impact on the company. This assessment enables Skipper to focus on issues that are of utmost importance to its stakeholders and its business.

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

The Company demonstrates a steadfast commitment to empowering and enhancing the lives of both its employees and the communities in which it operates. Through a range of Corporate Social Responsibility (CSR) initiatives, the Company addresses the needs of vulnerable groups and marginalized stakeholders. By embracing a holistic approach to community development and fostering employee growth, the company endeavours to create a substantial and positive impact across various dimensions, promoting growth and prosperity. The Company's key focus areas are:

- Animal welfare
- Environmental Sustainability
- Health Care
- Education
- Rural development

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 2023-24			FY 2022-23		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total(C)	No. of employees workers covered (D)	% (B / A)
Employees						
Permanent	1875	1875	100%	1153	300	26%
Other than permanent	0	0	-	0	0	-
Total Employees	1875	1875	100%	1153	300	26%
Workers						
Permanent	1293	1293	100%	1058	1058	100%
Other than permanent	4021	4021	100%	4000	4000	100%
Total Workers	5314	5314	100%	5058	5058	100%

- Details of Minimum wages paid to Employees and workers in the following format

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wages		More than Minimum Wages		Total (D)	Equal to minimum wages		More than Minimum Wages	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1875	0	0%	1875	100%	1153	0	0%	1153	100%
Male	1856	0	0%	1856	100%	1139	0	0%	1139	100%
Female	19	0	0%	19	100%	14	0	0%	14	100%
Other than Permanent	0	0	-	0	-	0	0	-	0	-
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Workers										
Permanent	1293	0	0%	1293	100%	1058	0	0%	1058	100%
Male	1293	0	0%	1293	100%	1058	0	0%	1058	100%
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent	4021	0	0%	4021	100%	4000	0	0%	4000	100%
Male	4000	0	0%	4000	100%	3985	0	0%	3985	100%
Female	21	0	0%	21	100%	15	0	0%	15	100%

3. Details of remuneration/salary/wages.

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	1,20,00,000	-	-
Key Managerial Personnel	1	63,31,260	1	14,18,208
Employees other than BoD and KMP	3,147	2,94,852	18	4,00,938
Workers	4,000	1,80,000	21	1,71,288

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

	FY-2023-24	FY- 2022-23
Gross wages paid to females as % of total wages.	1.07%	0.67%

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)

The Company prioritises the human rights throughout its operations. The Human Resources team acts as a focal point and collaborates with various key stakeholders to proactively identify and address any potential or existing human rights concerns. As part of the employee induction program, the company includes human rights training. The Company demonstrates this commitment by complying with all applicable human rights laws and regulations.

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

The Company prioritizes the protection and promotion of human rights within its operations, demonstrating a commitment to ethical conduct and social responsibility. To ensure the well-being of employees and workers, the company has implemented mechanisms for reporting human rights concerns. Employees can reach out to their plant HR or report issues to their reporting head. The HR team conducts thorough and impartial investigations upon receiving reports of grievances and takes appropriate corrective actions to address identified human rights issues.

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

	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour /Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. 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)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

The Company is committed to fostering a safe and respectful workplace environment for all employees and stakeholders. Extensive policies and procedures are in place to prevent any adverse repercussions for individuals who report incidents of discrimination or harassment. All complaints are treated with the utmost seriousness, with investigations conducted confidentially and impartially through our Internal Complaints Committee (ICC). Policies such as the Prevention of Sexual Harassment at the Workplace (POSH) and BRS policy serve as safeguards against retaliation. These efforts ensure a workplace culture that prioritizes safety, respect, and equality for all.

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

The Company's contracts may not explicitly incorporate all clauses of human rights. However, the Company actively engages and encourages all of its business partners to adopt responsible and ethical standards in all their practices and comply with all relevant laws and regulations.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company through various channels, regularly monitors its facilities and ensures that there are no human rights violations either at our factories or offices.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

Leadership Indicators

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.
The Company has not received any human rights complaints, so the processes of business are not modified.
- Details of the scope and coverage of any Human rights due diligence conducted.
The Company has not conducted any Human rights due diligence during the reporting period.
- 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 focused on creating inclusive workplaces and it has taken necessary steps at the work locations and facilities to ensure that differently-abled persons including visitors do not face any challenges. Further, the Company sensitizes its employees to ensure that they are aware of the needs and requirements of differently-abled individuals including visitors and can provide the necessary assistance as required.

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	
Discrimination at workplace	
Child labour	-
Forced Labour/Inventory Labour	
Wages	

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

Not Applicable

PRINCIPLE 6:

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	7,403	1,960
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	7,403	1,960
From non-renewable sources		
Total electricity consumption (D)	1,82,930	1,49,196
Total fuel consumption (E)	6,53,548	5,14,027
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	8,36,478	6,63,223
Total energy consumed (A+B+C+D+E+F)	8,43,880	6,65,183
Energy intensity per million of turnover (Total energy consumed / Revenue from operations)	25.71	33.59
Energy intensity per million of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	575.95	725.42
Energy intensity in terms of physical output in MT of production	2.03	2.31

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

No

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

No, the entity does not have any facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India, as of now.

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	-	-
(ii) Groundwater	91,772	72,453
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	91,772	72,453
Total volume of water consumption (in kilolitres)	91,772	72,453
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	2.80	3.66
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP (Total water consumption / Revenue from operations adjusted for PPP)	62.63	81.95
Water intensity in terms of physical output	0.22	0.25
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.

No

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		
- No treatment	0	0
- With Treatment – please Specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With Treatment – please Specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With Treatment – please Specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With Treatment – please Specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With Treatment – please Specify level of treatment	11,680	9,400
Total water discharged (in kilolitres)	11,680	9,400

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

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

The Company is committed to minimizing its water footprint and has implemented several successful initiatives. It strictly adheres to all the statutory norms and requirements prescribed by CPCB across all the plants. In the Uluberia plant, the galvanizing iron (GI) unit operates entirely on treated water. Additionally, a state-of-the-art effluent treatment plant (ETP) with a capacity of 150 KLD for iron removal has been installed, enabling the reuse of iron-contaminated water within processes. This approach significantly reduces our dependence on groundwater resources, promoting the conservation of this vital natural resource. This project represents another significant step towards promoting a sustainable galvanization process.

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	139	176
Sox	mg/Nm ³	84	98
Particulate matter (PM)	mg/Nm ³	53	74
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify	-	-	-

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

No

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

Parameter	Unit	FY 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	59,248	40,277
Total Scope 2 emissions (Breakup 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	36,383	32,740
Total Scope 1 and Scope 2 emission intensity per million of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	t-Co ₂ e/million turnover	2.91	3.69
Total Scope 1 and Scope 2 emission intensity per million of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	t-Co ₂ e/million turnover	65.27	82.59
Total Scope 1 and Scope 2 emission intensity in terms of physical output	t-Co ₂ e/MT of production	0.23	0.25

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No

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

The Company has implemented several initiatives to reduce its carbon footprint. With a total solar plant capacity of 3.02 MW across the locations, the Company generated 2,056 MWh of electricity during the financial year 2023-24. The phased transition to Argon gas, by replacing CO₂, has helped to reduce its emission footprint. Additionally, the installation of a daylight harvesting system has decreased energy consumption. In addition to the existing recuperator, the Company is installing two more heat recovery systems, which will be operational by May 2024. This equipment is utilized to preheat furnaces, leading to a substantial reduction in coal consumption and, consequently, the company's emission 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)	1,441.05	2,029
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	2.57
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3,833.80	3,129.71

Parameter	FY 2023-24	FY 2022-23
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	29,569.50	21,548.55
Total (A+B + C + D + E + F + G + H)	34,844.35	26,709.83
Waste intensity per million of turnover (Total waste generated / Revenue from operations)	1.06	1.35
Waste intensity per million of turnover adjusted Purchasing for Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	23.78	30.21
Waste intensity in terms of physical output	0.08	0.09

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	1,373.74	1,432.81
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1,373.74	1,432.81

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	2,571.00	2,037.73
(iii) Other disposal operations*	30,913.81	21,812.39
Total	33,484.81	23,850.12

* Sent to authorized vendors

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

No

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

The Company has implemented ISO 14001 across all its facilities. Additionally, it has established comprehensive procedures for the disposal of operational waste. Hazardous waste is disposed within the specified timeframe mandated by SPCB/CPCB authorities. The Company ensures that all hazardous waste generated is disposed of through authorized SPCB/CPCB vendors. To ensure the safety and environmental responsibility training and instructions are provided to all employees and workers regarding the proper handling, storage, and disposal of hazardous waste.

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

Not applicable, as none of the company facilities are located around ecologically sensitive areas.

S. No.	Location of operations/offices	Location of operations/offices	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 the current financial year:

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

Yes, the company is in line with all the applicable environmental regulations.

Leadership Indicators

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

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

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in Kilolitres)		
(i) Surface water	None of the operating facilities are located in water stress zones.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment –please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment –please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment –please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment –please specify level of treatment		
(v) Others		
- No treatment		
- With treatment –please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Please specify 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)	Metric tonnes of CO ₂ equivalent	Nil	Nil
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.

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Heat Recovery System	After the successful implementation of this project, the company will be able to save significant quantities of coal, which is currently required for heat generation in the reheating furnace.	Reduces the dependency on fossil fuel.
2	ZLD initiative: 150 KLD ETP plant for recycling & reuse of stormwater	The Company has installed a 150 KLD ETP (Effluent Treatment Plant) in its Uluberia plant to reuse iron-contaminated water in-house processes. This initiative aims to reduce dependency on groundwater resources. This project represents another step towards promoting a sustainable galvanization process.	Minimizes the water withdrawal.
3	Installation of VFDs	The Company has installed variable frequency drives for various applications like blower's and pump's motors as a flow control strategy for energy conservation.	Reduction of 41,65,333 KWh consumption of grind electricity per year.
4	Replacing HPSVs	The Company has replaced its HPSV by LEDs which results in saving the electricity consumption.	Reduction of 26,280 KWh consumption of grid electricity per year.
5	Replacing equipment	The Company has replaced several old equipment with new energy efficiency equipment, which resulted in reduction in electric consumption	Reduction of 48,38,400 KWh consumption of grid electricity per year.
6	Daylight harvesting	The Solar Day Tube offers 99.7% reflectivity to maximize sunlight transfer. Its reflective system ensures consistent reflection, while the pipe's static air column reduces heat loss.	Reduction of 57,600 KWh consumption of grid-based electricity.
7	Technology upgradation	Modification in electrical logic for automatic switching On-Off operation of hydraulic motors, coolant pumps, blowers etc.	Optimization of AC plant operations, removal of unwanted AC systems.
8	Replacing the CO ₂ with argon	The Company has phase-wise replacement of CO ₂ gas with Argon-Co2 gas which is a mix of 80:20.	The Company will reduce its emission footprint.

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

Yes, the Company's business continuity and disaster management framework is designed to ensure the resilience of its operations. In the event of an emergency, the Onsite Emergency Preparedness and Response (OEPR) plan serves as a guide for all personnel. The company places the utmost priority on protecting the life, health, and safety of its personnel. The company's protocol requires systematic coordination of emergency control actions, such as evacuation and rehabilitation. The plan further lays out guidelines for restoring normalcy and providing timely updates to the concerned stakeholders. The department heads actively assess potential risks and work diligently to develop strategies to mitigate them. The management regularly reviews the strategies and protocols to align with industry best practices and evolving circumstances.

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

Nil

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

Nil

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.

The Company has 10 affiliations with 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	Bharat Chamber of Commerce	National
2	Indian Chamber of Commerce	National
3	Confederation of Indian Industry	National
4	Indo American Chamber of Commerce	National
5	Engineering Export Promotion Council of India	National
6	Merchant Chamber of Commerce and Industry	National
7	Federation of Indian Export Organizations	National
8	Federation of Indian Chambers of Commerce and Industry	National
9	Indian Electrical and Electronics Manufacturers Association	National
10	Steel Re-Rolling Mills Association of India	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 there were no incidents of anti-competitive behaviour involving the company during the year.		

Leadership Indicator

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

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

PRINCIPLE 8:

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

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
Not Applicable					

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

Not Applicable, The Company does not have any such ongoing projects.

SI 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)
Not Applicable						

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

The Company's CSR Committee and its senior officials actively seek feedback from the community through various channels and consider their suggestions in decision-making processes and listens to their concerns and implements solutions collaboratively to minimize grievances. In the rare instances where community-level grievances persist, the Executive Leadership of the Company engages directly with the community to resolve the issues on a priority basis, reflecting the strong commitment to the communities in which it operates.

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	1.69%	0.11%
Directly from within India	84.09%	83.68%

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	41%	41%
Semi-Urban	0%	0%
Urban	20%	21%
Metropolitan	39%	38%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

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

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- (b) From which marginalized /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

Although the company does not have a formal preferential procurement policy, the company actively promotes local procurement and fosters collaborations with micro, small, and medium enterprises (MSMEs) across its three divisions. Recognizing the importance of supporting marginalized communities, the company proactively seeks to partner with them and support their activities wherever possible.

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:

SI 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:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Rural Development	384+	100% of the projects serve beneficiaries from underprivileged, marginalized, vulnerable, and backward communities.
2	Healthcare	13,000+	
3	Community Development	1,44,000+	
4	Protecting Environment	Cannot be Ascertained	
5	Health and Sanitation (crematorium)	Cannot be Ascertained	
6	Education	1100+	
			100% Beti Padhao Abhiyan underprivileged girl children in getting education.

PRINCIPLE 9:

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

Essential Indicators

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

The Company has a well-established mechanism in place to receive and address consumer complaints and feedback the consumers can write to helpdesk@skipperlimited.com for issues related to the products. The Company prioritizes providing high-quality products, timely delivery, and excellent service that meets the customer's needs and expectations. The customer complaints are registered, and corrective and preventive actions are taken promptly. The management team periodically reviews these actions to ensure that they are effective in addressing the root cause of the complaint and preventing it from happening again.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

- 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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

- Details of instances of product recalls on account of safety issues:

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

- 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, the Company has an IT security policy on its website and the below link for accessing the policy.

IT Policy

- 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.

There are no complaints.

7. Provide the following information relating to data breaches:
- a. Number of instances of data breaches:
Nil
 - b. Percentage of data breaches involving personally identifiable information of customers:
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 entity can be accessed (provide web link, if available).
The website contains all information on the products and services of the entity which can be accessed at
<https://www.skipperlimited.com/>
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Not Applicable
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
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 legal statutes with respect to product labelling and display of product information. It has carried out an Advertising campaign effectiveness survey on Customers, Retailers and Plumbers in 3 cities – Kolkata, Guwahati and Siliguri.