

ANNEXURE - 8

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India
(Listing Obligations and Disclosure Requirements) Regulations, 2015)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S.No	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L28991TZ1986PLC001816
2.	Name of the Listed Entity	Craftsman Automation Limited
3.	Year of incorporation	1986
4.	Registered office address	123/4, Sangothipalayam Road, Arasur Post, Coimbatore – 641407 Tamil Nadu, India.
5.	Corporate address	Krishna Towers, 4 th & 5 th Floor, 1087, Avinashi Road, Coimbatore – 641037 Tamil Nadu, India.
6.	E-mail	investor@craftsmanautomation.com
7.	Telephone	0422-7165000
8.	Website	www.craftsmanautomation.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹10,56,41,555
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Shainshad Aduvanni, Company Secretary and Compliance Officer Telephone: 0422 7165000 Email: shainshad@craftsmanautomation.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 Basis

II. Products/services

14. 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	Automotive - Power Train & Others	Manufacturing engine parts such as cylinder block and cylinder head, camshafts, transmission parts, gear box housings, turbo charges and bearing caps.	51.24%
2	Aluminium Products	Key products in Aluminium Products segment include highly engineered and include crank case and cylinder blocks for two wheelers, engine and structural parts for passenger vehicles and gear box housing for heavy commercial vehicle, Aluminium - Casting for power transmission	
3	Industrial & Engineering	<p>Industrial & Engineering vertical is essentially a non-automotive business vertical which cater to diverse user sectors.</p> <p>The Company has divided it into two sub segments:</p> <p>Storage Solutions: Key products in storage solutions sub-segment include stationary racking for warehouses, V-store, roll form products and Automated Storage and Retrieval Systems ("ASRS"). Our products in this sub-segment cater to warehousing and industrial sectors</p> <p>High-end sub assembly, contract manufacturing and Others: SPM, Material handling, Gear and Gear boxes, Tool room, mould base & sheet metal.</p>	23.91%

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

S. No.	Product/Service	NIC Code	% of Turnover of the entity
1	Metal and Metal Products		9.79%
2	Electricals or electronic machinery, Railway or tramway locomotives, rolling stock, railway or tramway fixtures and fittings, mechanical (including electro mechanical) traffic signaling equipment's of all kind and Other machinery and Mechanical Appliances;	2930	47.28%
3	Other Manufacturing activities including Machining Services		42.93%

III. Operations

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

National Location	15 Number of offices: 2 1. Corporate Office at Coimbatore, Tamil Nadu 2. Registered and Headquarters at Coimbatore, Tamil Nadu Number of plants :13 3. Unit 2 Kurichi, Coimbatore, Tamil Nadu 4. Unit 3 Headquarter, Arasur, Coimbatore, Tamil Nadu 5. Unit 2 Sanaswadi, Pune, Maharashtra 6. Unit 3 Sanaswadi, Pune, Maharashtra 7. Unit 4 Pimple Jagtap, Pune, Maharashtra 8. Pithampur Unit, Madhya Pradesh 9. Jamshedpur Unit, Jharkhand 10. Unit 1 Ballabgarh, Faridabad, Haryana 11. Unit 2 Ballabgarh, Faridabad, Haryana 12. Unit 1 Bengaluru, Karnataka. 13. Unit 2 Bengaluru, Karnataka 14. Sriperumbudur – Unit 1, Chennai, Tamil Nadu 15. Pune Unit -5, Koregoen Bhima, Pune, Maharashtra Upcoming Units : 3 1. Nagpur, Maharashtra 2. Faridabad - Unit 3 Ballabgarh, Faridabad, Haryana 3. Sriperumbudur Unit 2, Chennai, Tamil Nadu
International Location	Nil The Company has a Wholly Owned Subsidiary named Craftsman Europe B.V. (Formerly known as Craftsman Marine B.V) at The Netherlands

1. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	18 Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?
8%

c. A brief on types of customers

1) Automotive – Powertrain and Others:

- Commercial Vehicles
- Special Utility Vehicles
- Tractors
- Off-highway Vehicles

2) End-user sectors for Aluminium Products:

- Two-Wheelers
- Passenger Vehicles
- Commercial vehicles
- Power transmission & Distribution

3) Industrial & Engineering:

- a) High end sub-assembly, contract manufacturing & others:
Automotive, Foundries, Railways, Textile & Printing Machines manufacturers, Engineering.
- b) Storage Solutions:
FMCG, E-commerce, Food & beverages, Logistics, Pharmaceuticals and Electronics

IV. Employees

1. Details as at the end of Financial Year: 31st March 2023

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	%(C / A)
a)	Employees					
1.	Permanent (D)	765	742	96.99%	23	3.01 %
2.	Other than Permanent (E)	28	27	96.43%	1	3.57%
3.	Total employees (D + E)	793	769	96.97%	24	3.03%
b)	Workers					
4.	Permanent (F)	1389	1389	100%	-	
5.	Other than Permanent (G)	459	459	100%		
6.	Total workers (F + G)	1848	1848	100%		

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
a)	Differently Abled Employees					
1.	Permanent (D)	1	1	100%		-
2.	Other than Permanent (E)	Nil	Nil	Nil		
3.	Total differently abled employees (D + E)	1	1	100%		
b)	Differently Abled Workers: Nil					

2. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and Percentage of Females	
		No.(B)	%(B/A)
Board of Directors	7	2	28.57%
Key Management Personnel	5	Nil	Nil

3. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.77	13.33	12.79	12.97	17.65	13.09	30.51	44.44	30.79
Permanent Workers	7.78	0	7.78	7.55	0	7.55	20.96	0	20.96

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

4. 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 indicate at column A, Participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Craftsman Europe B.V. The Netherlands	Wholly Owned Subsidiary	100%	No
2	Carl Stahl Craftsman Enterprises Private Limited	Associate Company (Joint Venture)	30%	No
3	DR Axion India Private Limited	Subsidiary (With effect from 1 st February, 2023)	76%	No

VI. CSR Details

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

(ii) Turnover: ₹2,98,024 Lakhs

(iii) Net worth: ₹1,37,138 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23		Remarks	FY 2021-22		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Investors (other than shareholders)	Yes	1	0	Complaints resolved	3	Nil	Complaints resolved
Shareholders	Yes	1	0		Nil	Nil	Nil
Employees and Workers	Yes, Separate Grievance Handling Procedure CAL/IMS/P38 available and Grievance register followed						
Communities							
Customers							
Value Chain Partners							
Other (please specify)							

Weblink : <https://www.craftsmanautomation.com/investors/#verticalTab2>

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

The Company has structured an internal mechanism for identifying the risks on ESG matters and the same is being reviewed by the Risk Management Committee of the Company. The Company believes that a materiality assessment on sustainability issues will help to analyse and prioritize the issues that have the biggest impact from the Environment, Social and Governance (ESG) perspective. Further, the Company is in the process of enhancing this methodology by conducting this exercise on periodical basis and by engaging external agencies for material assessment.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

PRINCIPLE 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
PRINCIPLE 2	Businesses should provide goods and services in a manner that is sustainable and safe
PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders
PRINCIPLE 5	Businesses should respect and promote human rights
PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment
PRINCIPLE 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
PRINCIPLE 8	Businesses should promote inclusive growth and equitable development
PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner

DISCLOSURE QUESTIONS	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
b. Has the policy been approved by the board? (yes/No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
c. Web link of the policies, if available	https://www.craftsmanautomation.com/investors/								
2. Whether the entity has translated the policy into procedures. (Yes//No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company expects its value chain partners to adhere to the policies.								
4. Name of the National and International codes/ Certifications/ labels/ standards (e.g Forest Stewardship council, fairtrade, Rainforest Allaince, Trustea) Standards(e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 : 2015 IATF 16949 : 2016 ISO 14001 : 2015 AEO CERTIFICATE Export House Certificate								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Department wise specific commitments, goals and targets has been derived and working towards accomplishment of the same.								
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) Please refer 'Statement from the Chairman's Desk' in the Annual Report									
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.	Yes. The Board of Directors and the Risk management Committee of the Company is reviewing the sustainability related issues on regular basis. The CSR committee also reviews the activities undertaken as CSR on regular basis.								

* The Company through associations/ institutions/ trade and industry chambers strives to advocate and pursue various causes that are in larger interest of the industry, economy, society and public. Therefore, need for a formal policy has not been felt.

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	Audit Committee, Risk Management Committee, CSR Committee and Board									Half yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Audit Committee, Risk Management Committee, CSR Committee and Board									Half yearly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. The Company has evaluated the working of its policies internally.								

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

DISCLOSURE 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)	-	-	-	-	-	-	-	-	-
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)	For Principle 7: The Company through associations/ institutions/ trade and industry chambers strives to advocate and pursue various causes that are in larger interest of the industry, economy, society and public.								

The company is continuously reviewing its policies to align with the BR principles in full spirit. The assessment for adoption/ implementation of specific policies is under process which will be continued in next financial year.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Board of Directors	2 Sessions	Familiarisation Programme for the Board of Directors of the Company are being organised on regular basis about the business segments, operations of the Company, regulatory requirements and other matters. The details of Familiarisation Programme can be accessed through the weblink: https://www.craftsmanautomation.com/investors/corporate-governance/#2	100%
Key Managerial Personnel	8 Sessions	Winning to Lead	100%
	2 Sessions	Effective Time Management	100%
Employees other than BOD and KMPs	35 Sessions	<ol style="list-style-type: none"> 1. ISO 9001:2015 Lead Auditor Training 2. 5'S Implementation & Soft skills training 3. Webinar on Factory Case Study Japan - Low Cost Automation 4. Gauges and Instruments - Handling & Usage 5. Safety Conclave 2022 6. Incident Management System ERP online tool 7. CQI - 9 Understanding Heat Treatment System Assessments 8. VDA PFMEA Training 9. Geometric Dimensioning & Tolerance (GD&T) Training 10. Lean Six Sigma Black Belt Training 11. Internal Auditor Training Program on "ISO 14001:2015 EMS" 12. Lean Manufacturing Training 13. Sexual Harassment of Women at Work Place 14. Pepperl & Fuch Product Training 15. Thermal Management in Diecasting Industry 16. HR Conclave 2022 - Theme of 3.6.9 HR 17. Auto Desk Training 18. Advanced Product Quality Planning 19. Layer Process Audit Training 20. Pneumatics Training 21. Quality Conclave 2022 22. Metallurgy For Non Metallurgists 23. DFMEA 24. IATF 16949 : 2016 25. Core tools 26. CQI – Special processes assessment 27. Time Management 28. MSDS 29. KAIZEN 30. Energy Saving 	100%

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 awareness programmes
Workers	45 Sessions	1. ISO 9001:2015 Awareness Training 2. HPDC / GDC Machine Maintenance 3. Handling of Abrasives in Product 4. PPE Usage & Work Place Safety Training 5. First Aid Responder Training 6. STP Break Down Mock Drill 7. Introduction to IPR and Invention Disclosure Form 8. ETP Break Down Mock Drill 9. Emergency Fire Mock drill 10. Introduction on IPR and IDF 11. ISO 14001:2015 EMS Awareness, IFMEA, OCP, EMP Training 12. Material Safety Data Sheet 13. Awareness Training program on "Impact of Consuming Narcotics Drugs" 14. Hazardous Waste and Non Hazardous Waste Management 15. LOTO Awareness 16. Hazardous Waste Handling & Storage Methods	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 :

Nil. There are no such fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings by the Company during the financial year which are material as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015

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

Not Applicable

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

Yes. The Company has an anti-corruption and anti-bribery policy. The Company is committed to conducting all business activities with integrity and the highest possible ethical standards. The company has zero tolerance for bribery and corruption.

Weblink: <https://www.craftsmanautomation.com/investors/>

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

Nil. There are no such disciplinary action taken by any law enforcement agency against the Directors/KMPs/ employees/workers for bribery/ corruption.

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

No complaints were received in relation to issues of Conflict of Interest of the Directors/KMP.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.
Not Applicable.

Leadership Indicators

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

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?
Yes. The Company has formulated "Code of Conduct for Board of Directors and Senior Management" which specifies the role and function of the Board and Senior Management and they must act within the authority conferred upon them and in the best interests of the Company.

The Code enumerates that the Directors and Senior Management shall always act in good faith to promote the business and objects of the company for the members as a whole and in the best interests of the Company, its employees, shareholders, the community and shall not engage in any business, relationship or activity, which may be in conflict with the interests of the Company. Further, in case there is likely to be a conflict of interest, he/she should make full disclosure of all the facts and circumstances thereof to the Board of Directors and the prior approval of the Audit Committee and that of the Board is required to be obtained.

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

Essential Indicators

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

Nil

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes. Craftsman Automation Limited having formulated more than 500 supplier with sustainable results, main sourcing of supplies are categories as Ingots, Castings, Fasteners, Electrical and service providers. All supplies comply environmental aspects by communicating the Craftsman Supplier manual to all suppliers in which all the Environmental policy, RoHS & REACH Policy are considered.

Craftsman strives to procure components without compromising on quality. It has been encouraging and supporting its suppliers towards all Regulatory compliances as well as successfully completed with Non-disclosure agreement with suppliers.

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

30%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste based on the material nature.

For all our own products, Craftsman maintains Products and Service manuals which are released during the product dispatch and commissioning. Manual consists of product life cycle assessment details along with all applicable disposal methodologies.

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

With respect to ISO 14001 :2015, all the applicable statutory and regulatory compliances are followed. Further, the Company maintain OCP's (Operational control procedure) for all type of wastes handling.

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

Yes.

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	Storage Systems	28 %	Guidelines for life cycle assessment for products followed as per CAL/IMS/Design/F461 Rev 01 (07/07/2018)	No	No
2822	Special Purpose Machines				

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.

Nil

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Aluminium ingots	Recycled aluminium return material used as an input material for the production around 30% to 35%.	Recycled aluminium return material used as an input material for the production around 10% to 15%.

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

	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-Waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	9.27 metric tonnes	Nil	Nil	7.14 metric tonnes
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

Products are not reclaimed at the end of life of products, however, disposal mechanism is available in product manual.

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

Nil

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	742			742	100%	-	-				
Female	23	Nil		23	100%	23	100%			Nil	
Total	765			765	100%	23	100%				
Other than Permanent employees											
Male	27			27	100%	-	-				
Female	1	Nil		1	100%	1	100%			Nil	
Total	793			793	100%	1	100%				

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	
		Number	%	Number	%	Number	%	Number	%	Number	%
		(B)	(B / A)	(C)	(C / A)	(D)	(D / A)	(E)	(E / A)	(F)	(F / A)
Permanent workers											
Male	1389			1389	100%						
Female	Nil	Nil		Nil	Nil			Nil			
Total	1389			1389	100%						
Other than Permanent workers											
Male	459			459	100%						
Female	Nil	Nil		Nil	Nil			Nil			
Total	459			459	100%						

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.21 %	99.92 %	Y	99.06 %	99.95 %	Y
Gratuity	99.21 %	99.92 %	Y	99.06 %	99.95 %	Y
ESI	2.26 %	18.39 %	Y	2.56 %	37.05 %	Y
Others – Please specify			Nil			

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?

Yes

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

Yes. The Policy has been published in the intranet.

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

Nil

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes. The Company has a grievance module in the internal ERP software, which can be accessed by all the employees and workers using their login credentials.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

No Unions existing.

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021 -22				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No (C)	%(C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	769	750	97.52%	650	84.50%	720	705	98%	575	80%
Female	24	24	100%	24	100%	22	22	100%	22	100%
Total	793	774	97.60%	674	85%	742	727	98%	597	80.46%
Workers										
Male	1848	1820	98.48%	1530	82.79%	1984	1950	98%	1570	80%
Female						-				
Total	1848	1820	98.48%	1530	82.79%	1984	1950	98%	1570	80%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	769	484	62.93%	720	352	48.89%
Female	24	10	41.66%	22	13	59.09%
Total	793	494	62.29%	742	365	49.19%
Workers						
Male	1848	1614	87.33%	1984	380	19.05%
Female		Nil			Nil	
Total	1848	1614	87.33%	1984	380	19.05%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity?

Yes. Occupational Health and Safety Management System has been implemented.

Occupational Health and Safety protection is a integral component of the business. The Company's goal is to treat the environment gently and use the natural resources sparingly without hampering the employees occupational Health and Safety by

- Establishing incident free work environment;
 - Minimising wastage to prevent natural resources;
 - Encouraging innovation for prevention of pollution, injury and ill health;
 - Complying with all applicable legal, statutory & regulatory and other required related to Environmental Occupational Health and Safety;
 - Ensuring proper disposal of waste/ pollutant/ to minimise impact on environment and risk to employees;
 - Continually improving the environmental Occupational Health and Safety performance.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Failure Modes and Effects Analysis (FMEA) model

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

Yes

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

Yes (GAINS insurance)

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.8	1.2
	Workers		
Total recordable work-related injuries	Employees	29	33
	Workers		
No. of fatalities	Employees	1	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers		

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

SAFETY MEASURES

Safety has been a core value and our Management always gives top priority to safety after quality. Craftsman has a structured safety organization that is monitoring and implementing continuously and taking corrective actions for safety improvements. The Company has taken the following safety measures during this financial year.

- All the Legal requirements are complied with the Factories Act 1948 and Rules 1950.

2. Machine guarding with an interlock system has been provided. A toe guard and Handrail system has been provided in the machine platforms.
3. New Occupational Health Center is being constructed and we have procured a new Ambulance vehicle as per the legal requirements.
4. Implementation of QR Code scan system to report Unsafe act/ Unsafe condition, and all Near miss Incidents.
5. Introduction of LNG (Liquified Natural Gas) instead of LPG, comparatively LNG is low safety risk and also environmentally friendly. The aspect and Impact of the same is very low, when we compare with LPG, LNG minimizes carbon emission
6. CMS (Coolant Management System) plant is installed and through this system usage of coolant and wastage of coolant is drastically reduced and it is cost-effective and Low environmental Aspect and Impact and help to maintain the shop floor neat and clean.
7. 823 KW Solar energy power system has been implemented and through this, Company get 4.23 units of power in 1 KW which are produced on our own factory roofs. Solar energy is a renewable energy source and reduces carbon emissions.
8. The following safety measures are taken care of to ensure the safety
 - A. Safety Walk through
 - B. Safety Inspection
 - C. Behavioural Observation
 - D. Incident Investigation and analysis
 - E. HIRA (Hazard Identification and Risk Assessment)
 - F. Internal Audit
 - G. Compliance on Statutory Requirements
 - H. 5S monitoring
 - I. Motivating employees to participate in various continual improvement activities, kaizen competition, Quiz competitions, Internal Sports competitions, Safety committee meetings for employee engagement.
9. Poka yoke methods to prevent incidents in the machine
10. Emergency escape route plan updated and fixed in all the plants
11. New Fire hydrant system installation work is under preparation and progress.
12. New Admin Building smoke sensor, MCP, Emergency lighting system work completed
13. Smoke sensor and FM-200 Fire extinguisher system for all UPS storage rooms Installed and smoke sensor panel fixed in the emergency control centre.
14. Periodic mock drills and training are conducted as per the requirement.
15. PPE's are provided to all hazardous work and regular monitoring is done to achieve the compliance of zero accident.
16. Hygiene monitoring is being conducted monthly/quarterly basis for Noise level, Lux level, Air monitoring - (O₂, CH₄, H₂S, CO) & (CO₂, Temperature, Humidity) and fire extinguishers are being checked in all units.
17. Cold work, Hot work, Elevated work, Excavation work, Confined space entry work permits and LOTO system are introduced to all types of Non-routine activities to ensure ZERO accident.
18. All unsafe Act & Conditions monitored and CAPA closed as per the time line.

13. Number of Complaints on the Working Conditions and Health & Safety made by employees and workers:

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.

The Company has been making continual improvement activities based on the risk value.

Leadership Indicators

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

The Company has provided compensation of 18 months salary, Educational fees for 2 children upto Higher Secondary education, Family Health insurance for 3 years only to the employees family who were passed away due to COVID.

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

The Company is making a due diligence check on periodical basis which includes ensuring compliance for various applicable laws of value chain partners and defaults in Statutory dues if any.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2022-23	2021-22	2022-23	2021-22
Employees	1	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% Supplier Evaluation
Working Conditions	100% Supplier Evaluation

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

Not Applicable.

PRINCIPLE 4 - Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicator**

- Describe the processes for identifying key stakeholder groups of the entity
The Company has identified all the individuals, organisations and Institutions who are associated with the Company as its Stakeholders.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder Group	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
Suppliers, Service Providers	Email, Meetings, Phone calls, Websites	Regularly	Business/Project related
Customers	Email, Meetings, Websites, Phone calls, Social Media	Regularly	Business/Project related
Investors	Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/Investor Calls, Annual General Meetings, Stock Exchange intimations.	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance practices
Creditors	Emails, Phone Calls, Meetings	Annually/Half yearly/ Quarterly/ Event basis	Banking facilities
Employees	Email, Phone calls, SMS, Meetings, Notice Board, ERP system.	Regularly	Day to day activities / Conduct of business
Regulatory Bodies	Emails, Meetings, Submission forms / returns / intimations/ letters etc.	Annually/Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws
Auditors	Emails, Meetings, Phone Calls,	Annually/Half yearly/ Quarterly/ Event basis	Audit purposes
Local Community	Newspaper advertisements/ Physical Meetings / Reviews/Assessments	Event basis	CSR Programmes and other initiatives

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
Consultation with the Stakeholders are being submitted by the internal team to the Board of Directors and the Board is made aware of all the initiatives, targets and projects on ESG.
- 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.
The Company believes that the consultation from Stakeholders and implementation of the same will be carried out and continuous improvement of the policies will be made accordingly.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
Nil

PRINCIPLE 5 - Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No of employees / workers covered (B)	% (B / A)	Total (C)	No of employees / workers Covered (D)	% (D / C)
Employees						
Permanent	765	765	100%	721	721	100%
Other than permanent	28	28	100%	21	21	100%
Total Employees	796	796	100%	742	742	100%
Workers						
Permanent	1389	1389	100%	1337	1337	100%
Other than permanent	459	459	100%	647	647	100%
Total Workers	1848	1848	100%	1984	1984	100%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	742			742	100%	699			699	100%
Female	23			23	100%	22			22	100%
Other than Permanent			-					-		
Male	27			27	100%	21			21	100%
Female	1			1	100%	-			-	-
Workers										
Permanent										
Male	1389			1389	100%	1337			1337	100%
Female	-			-						
Other than Permanent			-					-		
Male	459			459	100%	647			647	100%
Female	-			-	-	-			-	-

- Details of remuneration/salary/wages, in the following format: (₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Director (BoD)	3	9	2	9
Key Managerial Personnel	5	92	-	NA
Employees other Than BoD and KMP	623	9	20	6
Workers	1247	5	-	NA

Note: Considered only employees who were employed during the entire financial year

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

Yes

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

Complaints Committee is constituted. The Board of Directors will periodically review the grievances received, pending and resolved during the quarter/year and the Employees are conveyed about the internal mechanisms in place to address human rights issues at the time of Induction training program.

6. Number of Complaints made by employees and workers on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues.

Nil

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

An appropriate complaint mechanism in the form of "Complaints Committee" has been created in the Company for time-bound redressal of the complaint made by the victim.

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

Yes

9. Assessments for the year

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

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

No significant risks / concerns arose.

Leadership Indicators

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

No

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

Nil

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

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/Involuntary Labour	Nil
Wages	
Others – please specify	

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

Not Applicable

PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	343,435,834.8 MJ	253,458,558 MJ
Total fuel consumption (B)	12,279,099.6 MJ	9,973,627.2 MJ
Energy consumption through other sources (C)	109,686,776.4 MJ	108,707,371.2 MJ
Total energy consumption (A+B+C)	465,401,710.8 MJ	372,139,556.4 MJ
Energy intensity per rupee of Turnover (Total energy consumption/ turnover in rupees)	15.62 MJ per thousand turnover	16.87 MJ per thousand turnover

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

No

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

Parameter	FY 2022-2023	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	84170	5912
(iii) Third party water	128002	62576
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	212172	68488
Total volume of water consumption (in kilolitres)	212022	68358
Water intensity per rupee of turnover (Water consumed / turnover)	0.71 Kilo Litre per Lakh turnover	0.31 Kilo Litre per Lakh turnover

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

Yes. The Company has Effluent treatment plants (ETP) of 42 KLD Capacity to purify waste water for its reuse.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/m3	14.7	14.5
SOx	µg/m3	7.6	7.4
Particulate matter (PM)	µg/m3	12.6	12.5
Persistent organic pollutants (POP)	µg/m3	<0.1	<0.1
Volatile organic compounds (VOC)	µg/m3	Not Detected	Not Detected
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify		Nil	

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

No such requirement from Govt bodies

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

No

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

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4.978 Kg	-
E-waste (B)	1.63	1.042
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	-	-
Battery waste (E)	Recycled	Recycled
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Used oil, Oil soaked cotton waste, Paint sludge, Phosphate sludge, Grinding sludge & ETP Sludge	Used oil, Oil soaked cotton waste, Paint sludge, Phosphate sludge, Grinding sludge & ETP Sludge
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Metal burr (Cast iron + Aluminium scrap)	Metal burr (Cast iron + Aluminium scrap)

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	ETP & STP	ETP & STP -8400 KD

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	Used Cotton, ETP Paint, Phosphate, Oil waste, Waste sludge	Used Cotton, ETP Paint, Phosphate, Oil waste, Waste sludge
(i) Incineration	6.954	2.960
(ii) Landfilling	2.978	2.625
(iii) Other disposal operations	Recycling	Recycling

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

Operational Control Procedures (OCPs) are available for each type of waste categories

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

Not Applicable

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

Not applicable (The Company's units are not located in Eco-logically sensitive areas)

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

The Company has complied with all the applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	109,686,776.4 MJ	108,707,371.2 MJ
Total energy consumed from renewable sources (A+B+C)	109,686,776.4 MJ	108,707,371.2 MJ
From non-renewable sources		
Total electricity consumption (D)	343,435,834.8 MJ	253,458,558 MJ
Total fuel consumption (E)	12,279,099.6 MJ	9,973,627.2 MJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	355,714,934.4 MJ	263,432,185.2 MJ

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment		
(ii) To Groundwater	84170	
- No treatment	63128	-
- With treatment – please specify level of treatment	21042	RO – 18000 KL
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) in to third-party Water		
- No treatment	-	-
- With treatment – please specify level of treatment	ETP	ETP 23,400 KL
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	84,170	41,400

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

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

(i) Name of the area: LPDC, HPDC, Heat Treatment & Induction Hardening

(ii) Nature of operations : Cooling Tower

(iii) Water withdrawal, consumption and discharge in the following table : Please refer table in Essential Indicators

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

No such requirements

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

Not Applicable

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

The Company has taken initiatives like OCP, EMP, Tree Plantation and Water reservoir. Please refer the Company website for further details.

7. Does the entity have a business continuity and disaster management plan?

Emergency Response plan

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

Nil

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

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.

18

- 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.

The following are the list of trade and industry chambers/ associations in which the entity is a member:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo-German Chamber of Commerce	India & German
2	The Institute of Indian Foundrymen	
3	Indian Management Association	
4	Indian Machine Tool Manufacturing Association	
5	Confederation of Indian Industry	
6	National Safety Council of India	
7	Aluminium Caster Association of India	National
8	Tool and Gauge Manufacturers Association (Tagma)	
9	GDC Tech	
10	Indian Machine Tool Manufacturer Association -IMTMA	
11	Material Recycling Association of India	
12	Indian Pharma Machinery Manufacturers' Association	South India
13	The Southern India Engineering Manufactures Association (SIEMA)	
14	The Coimbatore Productivity Council	
15	Industrial Waste management Association	State
16	Tamilnadu Waste Management Association	
17	Co-India	Coimbatore
18	Coimbatore Corporate Connections	

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.

Not Applicable. The Company has not received any adverse orders from regulatory authorities.

Leadership Indicators

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

The Company through the Industry Associations and Chambers of Commerce at National, State and Local levels works to advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

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.

The Company has not undertaken Social Impact Assessments. Necessity for Environment impact assessment did not arise.

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

Not Applicable

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

The Company has internal grievance redressal mechanism in place to address the grievance raised by the stakeholders. The Board reviews the status of the grievance raised, pending, disposed during every quarter.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	3%	7%
Sourced directly from within the district and neighbouring districts	The Company has its plants at various districts. Materials are sourced from within the district and neighbouring districts for the concerned plants to the extent possible.	

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):

Not Applicable

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

The Company has spent an amount of ₹310 Lakhs during FY 2022-23 towards CSR Projects identified at the local areas of the location of Company's plants/units.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

No

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

Not Applicable

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

Not Applicable

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

Nil

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

Not Applicable

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Revival and Restoration of Agraharasamakulam Lake, Coimbatore at Vaiyampalayam,	Nearly 2 Lakhs people & Agri land about 5000 acres in 25 villages.	Beneficiaries of the CSR projects also includes vulnerable and marginalized groups
2	Donating to the Girls Football team towards purchase of boots, socks, football nets, footballs etc., to Michael Job Orphanage, Coimbatore	16 Persons	
3	Supply of groceries, medicines for old age women, abandoned women, mentally retarded and physically & visually challenged persons of Universal Peace Foundation at Nallagoundanpalayam, Coimbatore	400 persons	
4	Promoting Road safety education / awareness and promoting preventive helath care to Govt. and Corporation schools at Coimbatore	In thousands	
5	Productivity week / conclave programs to be conducted by The Coimbatore Productivity Council	100 Approx	
6	Fixing up of hand wash basin facilities at Govt Schools, Coimbatore.	3740 Students	
7	Construction of retaining wall for Electric Crematorium at Annur, Coimbatore	People in and around Annur	
8	Solid Waste Management Systems at Sangothipalayam and near by village	People in and around Kaniyur	
9	50 Nos of desk and bench to Uttkramit Middle School Dugdha	280 Students	
10	50 Nos of desk and bench to Uttkramit Middle School Hariharapur	175 students	
11	Construction of 15x20 feet one library room for the students to Uttkramit Middle School Rapcha	160 students	
12	Construction of 3 toilets and 3 urinals for the students to Uttkramit Middle School Kuchidih	102 students	
13	Eye check up / eye surgery / spectacles for needy people, preventive medical assistance at Jamshedpur.	150 persons	
14	Development of new research laboratory at National Institute of Technology, Surathkal, Karnataka	NITK College students	
15	Plantation of trees in and around Arasur village	People in and around Arasur village	
16	Setting up of Blood Bank	-	
17	Construction of separate hostels for boys & girls to tribal students / people welfare at Government Tribal residential primary school, Mannar	50 students per year	

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

Essential Indicators

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

The Company is receiving complaints through mail, phone calls and for some customers through customer portals. Our customer representative person will analyze the complaints and respond to the customer with appropriate corrective actions.

Customer Monitoring Tracking System is available and Customer can make service complaints through the customer monitoring tracking system. The Company is continuously surveiling the complaints and take appropriate action within the target time internally fixed by the Company.

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

Packing materials contains information about Environmental and social parameters. Industrial & Engineering products such as SPM, Storage products and material handling products carry information about the Safe and responsible usage. Details on Recycling and safe disposal is mentioned in the product manual and recycling symbols are also displayed in the products.

3. Number of consumer complaints in respect of Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, unfair Trade Practices and other.

Nil

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

Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes. Web-link: <https://www.craftsmanautomation.com/investors/>

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

Not Applicable

Leadership Indicators

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

<https://www.craftsmanautomation.com/>

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

Product Manual consists of safety and usage procedures about products.

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

"Service complaints are communicated through mail.

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)

Yes. After the installation of the every product, customer feedback form and customer satisfactory survey form are received for understanding the customers satisfaction. For low scores, the Company has taken action on priority basis.

The Company's plants are strategically located near the key customers for their satisfaction.

5. Provide the following information relating to data breaches:

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

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