



Business Responsibility & Sustainability Reporting

ANNEXURE-F

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27101HP1984PLC005862
2	Name of the Listed Entity	Shivalik Bimetal Controls Ltd.
3	Year of incorporation	1984
4	Registered office address	16-18 New Electronics Complex, Chambaghat Distt. Solan Himachal Pradesh 173213
5	Corporate address	H-2, Suneja Chambers, Alaknanda Commercial Complex, New Delhi – 110019
6	E-mail	investor@shivalikbimetals.com
7	Telephone	+91-1792 – 230578 +91-011-26027174
8	Website	www.shivalikbimetals.com
9	Financial Year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) Bombay Stock Exchange (BSE Limited)
11	Paid-up Capital	11,52,08,400/-
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. Kanav Anand Landline 011-26027174 Email: investor@shivalikbimetals.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)	Disclosure made in this report is on Standalone basis and pertains only to Shivalik Bimetal Controls Ltd.
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	Manufacture	Manufacture of Thermostatic Bimetal/ Trimetal Strips/ Parts Manufacturing of EB welded shunt (resistors)	100%

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	Manufacture of Thermostatic Bimetal/ Trimetal Strips/ Parts	24204	54%
2	Manufacturing of EB welded shunt (resistors)	24201	46%



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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	2	1	3
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	37

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

58.72%

c. A brief on types of customers

The Company caters to a diverse range of customers across various industries pre-dominantly serving B2B customers – supplying thermostatic bimetal/ trimetal's strips, components, spring rolled stainless steel, electron beam welded shunt material (strip and finished components) cold bonded strips and parts, snap action disc, CNC formed coils of bimetal/trimetal etc. There are approx. 275+ customers both domestic and overseas. The major customer belongs to switchgears, circuit breakers, automotive, energy meter and various other electrical and electronic devices industries.

IV. Employees

20. Details as at the end of Financial Year: 2023- 2024:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. C	% (C/A)
Employees						
1.	Permanent (D)	160	153	95.62	7	4.38
2.	Other than Permanent (E)	18	18	100	0	0.00
3.	Total employees (D + E)	178	171	96.06	7	3.94
Workers						
4.	Permanent (F)	354	342	96.61	12	3.39
5.	Other than Permanent (G)	343	343	100	0	0.00
6.	Total workers (F + G)	697	685	98.28	12	1.72



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b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. C	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33%
Key Management Personnel	*4	1	25%

*Key Managerial Personnel includes Managing Director, Whole Time Director (Chairman), Chief Financial Officer and Company Secretary

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY – 23-24 (Turnover rate in current FY)			FY – 22-23 (Turnover rate in previous FY)			FY – 21-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	*2.57%	-	2.57%	2.92%	0.73%	3.65%	2.67%	-	2.67%
Permanent Workers	2.07%	0.29%	2.36%	2.23%	0.37%	2.60%	2.87%	-	2.87%

*Includes 1 employee died during the year 2023-24.



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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	Shivalik Engineered Products Private Limited (Formerly Known as Checon Shivalik Contact Solutions Private Limited)	Wholly owned subsidiary	100 %	No
2	Shivalik Bimetal Engineers Private Limited	Wholly owned subsidiary	100 %	No
3	Innovative Clad Solutions Private Limited	Joint Venture	16.01%	No

VI. CSR Details

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

(ii) Turnover (in ₹): **44,940.44/- (In Lakhs)**

(iii) Net worth (in ₹): **32,791.49/- (In Lakhs)**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY: 23-24 Current Financial Year			FY: 22-23 Previous Financial Year		
		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	-	-	-	-	-	-	-
Investors (other than shareholders) and Shareholders	Yes	3	-	-	5	1*	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	9	-	All Customer Complaints are closed	15	-	All Customer Complaints are closed
Value Chain Partners	Yes	-	-	-	-	-	-



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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY: 23-24 Current Financial Year			FY: 22-23 Previous Financial Year		
		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
Other (please specify)	-	-	-	-	-	-	-

Notes: *Complaint has been received on 28th March, 2023 and resolved the same on 01st April, 2023

- Weblink Shareholder Grievance: <https://www.shivalikbimetals.com/corporate-governance.php>
- Weblink Employee Grievance: <https://www.shivalikbimetals.com/images/pdf/pdf-feb-2020/Wistle-Blower-Policy-new.pdf>

The Company has a dedicated mechanism which regularly keeps a track of the complaints received from shareholders/ stakeholders and promptly responds to the complainant to ensure that the complaint is resolved immediately to the satisfaction of the shareholder/stakeholder without any delay.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Handling Hazardous Material/ Waste	Risk	Handling hazardous material/waste in business operations with care to avoid any threats posed to the health and well-being of our employees and to our surrounding environment	Adherence to standards pertaining to Occupational Health and Safety, the Company's Environment, Health and Safety ("EHS") Policy and highest operational standards for handling hazardous materials; • Continuous engagement with suppliers for identifying any new threats/better options to mitigate the risks; • Periodic risk assessments using quantitative risk assessment and closure of action plans arising out of such assessments;	Negative: Impact on health and well-being of employees at the plants & community nearby.



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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)
				<ul style="list-style-type: none"> • Having a comprehensive Emergency Response Plan in place; and • Plant design to adhere to inherent safe design based on various applicable standards. 	
2	Safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to work upon plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling hazardous materials at plants; and	Positive: Adoption of latest and cutting-edge safety related protocols and measures to create a safe work environment. Negative: Impact on health and well-being of employees at the Company.
3	Products and Innovation	Opportunity	Product enhancement, diversification and value add aligned to industry trends	-	Positive financial impact
4	Technological	Risk and Opportunity	Technology is ever changing and plays a vital role in our operations from process automation and quality control to supply chain management and customer engagement. Failure to keep abreast with latest technological changes could pose a competitive disadvantage and impact Company's ability to meet customer demands. Further, in this digital world, threats; like cyber-attacks and data breaches could result in financial losses, reputational damages which could impact the brand reputation of the Company.	Company invests in Research and Development to mitigate the technology related risks and has approved R&D facility in house towards this. The R&D focusses on improving our processes and products and develop innovative solutions meeting the evolving needs of the customers. The Company is taking steps to strengthen its cyber security measures to protect our data and infrastructure assets. The technological advancement also provides opportunity to upgrade our offerings to customers in a more sustainable manner.	Positive/ Negative



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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 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	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.shivalikbimetals.com/images/pdf/Business-Responsibility-and-Sustainability-Development-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company encourages its value chain partners to engage in responsible and sustainable business practises considering their capabilities and resources. To enable this, company has fair trade practises, whistle blower policy, Grievance Mechanism etc.								
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.	Yes; Policies have been developed considering relevant Acts like The Companies Act, 2013, The SEBI (Listing Obligation Disclosure Requirements) Regulation 2015, The Factories Act, 1948 and other various other Statutes which refers to National / International, certifications, labels and standards like ISO 9001, ISO 14001 and ISO 45001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company recognises that improving its ESG performances is a continuous process. Currently, specific commitment, goals or target have not been set by the Company. However, the efforts made towards maintaining and improving its ESG performance are addressed throughout the report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

Governance, leadership and oversight

7. We recognise the importance of Environmental, Social and Governance (ESG) factors in creating a sustainable future for our business and society as a whole. We believe that by prioritising ESG considerations, we can better manage risks, drive long term value creation and contribute to more equitable and prosperous world. ESG principles embedded in every aspect of our operations, right from business strategy and decision-making process to our practices and interactions with our stakeholders.

The Board comprises of individuals with diverse background and experiences, including expertise in ESG matters, enabling us to effectively manage these considerations in our decision-making Process as a Company committed to ESG principles, our policies and practices include the Company's Code of Conduct, Human Rights Policy, Code of Conduct for Prevention of Insider Trading, Policy on prevention of Sexual Harassment, Whistle Blower Policy, Anti-Corruption and anti-bribery policy, Corporate Social responsibility, Grievance Redressal mechanism etc.

The environmental impact covers Climate resources (Energy, Water, Air), Waste management etc. The Company is committed to conducting beneficial and fair business practices to the labour human capital and the community. It provides employees and business associates with working conditions which are clean safe, healthy and fair.

Overall, our commitment to sustainability and responsible corporate citizenship is an integral part of our business strategy and we believe that by pursuing these goals, we will not only create long term value for our stakeholders but also contribute to a more equitable and sustainable world.



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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Kanav Anand Head of Sales & Marketing
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 has constituted the BRSR Committee with the following members: <ol style="list-style-type: none"> 1. Mr. Kanav Anand 2. Mr. Kabir Ghumman 3. Mr. Mukesh Kumar Verma 4. Mr. Deepak Verma 5. Mrs. Richa Gupta

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Frequency (Annually/Half Yearly/Quarterly/ Director/Committee of the Board/Any other Any Other-Please specify) committee																	
	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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Policies are reviewed periodically or on a need basis from time to time and necessary updates are made whenever required.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance review of statutory requirements are being done by Top management including rectification of Non-Compliances									Compliance audit has been conducted on annual basis, whereas the monthly compliance report/ MIS has been discussed monthly by Top management.								

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
	Our leadership team has developed various policies and procedures on material aspects of our Company. At present, the Company has not undergone an external agency assessment of our policies. However, the Internal Auditors of the Company review the implementation of policies from time to time. The Company's Plant has been subject to audit by external certification agencies.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: All Principles are covered in the policies.

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 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)	-	-	-	-	-	-	-	-	-



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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	1) POSH, 2) Orientation Programme, 3) Training on ESG	100%
Key Managerial Personnel	6	1) ESG Conference, 2) BRSR Training by TUV and 3) RBI--NBFC Scale Based Regulations 4) ESG Introduction 5) Foundation for Business Banking, 6) How to manage your manager	100%
Employees other than BoD and KMPs	16	1) AIAG+VDA+FMEA 2) POSH 3) Mediclaim Awareness 4)VDA 6.5 Process Auditor Training 5) Communication Skills 6) Fire & First Aid 7) Advance Excel 8) Quality/EHS Policy Refresher 9) Security Procedure for Men & Material 10)7 QC Tools 11) Code of Conduct Refresher 12)CQI 9 - Special Process on Heat Treatment 13)Time Management 14) Poka Yoke 15) Automotive Core Tools 16) Prevention of Child Labour, ABAC	75.30%
Workers	6	1) Code of Conduct, 2) Mediclaim /awareness 3) Effective Business (connect to Excel) 4) POSH 5) Quality & Safety Policy refreshers. 6) OHS/ PPE	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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Reply: No such cases during the FY 2023-24.

	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	-	-	-	-	-
Compounding fee	-	-	-	-	-



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	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	-	-	-	-

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.**

Reply: No such cases during the FY 2023-24

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

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.**

Reply: Yes, the company has an established policy on anti-corruption and anti-bribery. The weblink of our policy: <https://www.shivalikbimetals.com/images/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Numbers	Remark	Numbers	Remark
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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.**

Reply: No such cases.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	47 days	56 days



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9. Openness 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	FY2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchase from trading house as % of total purchases	-	-
	b. Number of trading houses where purchase are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchase from trading house	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers/ distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	10.01%	13.87%
	b. Sales (Sales to related parties /Total Sales)	0.18%	-
	c. Loans & advances (Loan & advances given to related parties /Total loans & advances	-	-
	d. Investments (Investment in related parties / Total Investments made)	99.69%	99.72%

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	

Note: Setting up of Effluent Treatment Plant and Waste Management

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

No, but Supplier manual/Code of Conduct is being signed off for our raw material suppliers/vendors.

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

Not applicable



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3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

The Company is in the business of manufacturing alloy based thermostatic bimetal and electronic beam-based shunt resistors. These products /components are being used by electrical and electronics industry as a component to their final product. Hence, there is no scope for reclaiming the product for re-use, recycling or disposal at the end of life. Therefore, this question is not applicable for the product.

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

Extended Producer Responsibility (EPR) is not applicable to the entity's activities. However, as we are importing plastic packaging, and the raw material it includes minimal amount of plastic in packaging. Therefore, the company applied for the registration as Brand Owner as well as importers. The waste collection plan is in line with the EPR guidelines. The final product dispatched has a thin layer of flexible plastic, and some components are supplied in plastic boxes for the safety of the product application.

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	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	153	150	98.04	123	80.39	-	-	-	-	-	-
Female	7	7	100	4	57.14	7	100	-	-	-	-
Total	160	157	98.13	127	79.38	7	100	-	-	-	-
Other than Permanent employees											
Male	18	18	100	18	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	18	18	100	18	100	-	-	-	-	-	-

*Note: Total covered employee under Health Insurance excluding the Managing Director and Whole Time Director (Chairman).

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

Category	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	342	341	99.71	341	99.71	-	-	-	-	-	-
Female	12	12	100	12	100	12	100	-	-	-	-
Total	354	353	99.72	353	99.72	12	100	-	-	-	-
Other than Permanent workers											
Male	343	343	100	343	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	343	343	100	343	100	-	-	-	-	-	-



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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.23%	0.22%

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

Benefits	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	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	100%	100%	Yes	100 %	100 %	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	71%	81%	Yes	72%	83%	Yes
Others – please specify Mediclaime/ PAI/ WCA	29%	19%	Yes	28%	17%	Yes

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.

SHIVALIK through its policies is committed to equal opportunity without discrimination on any grounds. Further, SHIVALIK has adopted an Equal Opportunity Policy that includes requirements as specified in The Rights of Persons with Disabilities Act, 2016.

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.

Reply: Shivalik is committed to being an equal opportunity employer and ensures an inclusive workplace to all. Web link: [https:// www.shivalikbimetals.com/images/pdf/Equal-Opportunity-Policy.pdf](https://www.shivalikbimetals.com/images/pdf/Equal-Opportunity-Policy.pdf)

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	6	100%	21	100%
Female	-	-	-	-
Total	6	100%	21	100%

* We have policy only related to maternity benefit and none of the employee has availed the said leave during the last financial year.



Business Responsibility & Sustainability Reporting

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.

Reply: Yes, we do have the mechanism in place. We have Whistle Blower Policy in place which covers all Employees, Directors and Third-Party Stakeholders affiliated with the Company, regardless of their location. Further, Different type of issues is being addressed under the same which includes a) Deviation from code of conduct, b) Discrimination, Harassment or bullying, c) Safety related and /or environment related issues etc.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	160	5	3.13%	152	5	3.29%
- Male	153	4	2.61%	145	4	2.76%
- Female	7	1	14.29%	7	1	14.29%
Total Permanent Workers	354	11	3.09%	326	11	3.37%
- Male	342	11	3.22%	312	11	3.53%
- Female	12	-	-	14	-	-

8. Details of training given to employees and workers:

Category	FY 23-24					FY 22-23				
	Current Financial Year					Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
	No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)	
Employees										
Male	153	75	49.02	89	58.17	145	39	26.90	97	66.90
Female	7	2	28.57	2	28.57	7	2	28.57	3	42.86
Total	160	77	48.13	91	56.88	152	41	26.97	100	65.79
Workers										
Male	342	336	98.25	231	67.54	312	91	29.17	229	73.40
Female	12	12	100	1	8.33	14	4	28.57	11	78.57
Total	354	348	98.31	232	65.54	326	95	29.14	240	73.62



Business Responsibility & Sustainability Reporting

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

Category	FY 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	153	141	92.16	145	143	98.62%
Female	7	6	85.71	7	7	100%
Total	160	147	91.88	152	150	98.68%
Workers						
Male	342	342	100	312	312	100%
Female	12	12	100	14	14	100%
Total	354	354	100	326	326	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?

Reply: Yes, the Company has been certified for ISO 45001:2018 Standards - Occupational Health and Safety Management System. The Entire Plant and its operations are being covered under the Scope of ISO 45001:2018 Standards.

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

Reply: All the manufacturing facilities are certified with ISO 45001 OHS management system. Accordingly, the facilities adopt the processes of Hazard Identification and Risk Assessment (HIRA) techniques for routine activities and Job Safety Analysis (JSA) for non-routine activities. The Company regularly conducts audits and inspections of its occupational health and safety management systems. The team at the site has individually set an internal review mechanism to check performance and take control measures. The EHS management system gets audited from time to time, and leadership reviews are conducted on a monthly basis.

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

Reply: Yes, the organisation is monitoring and rectifying the work-related hazards through an accident and incident reporting format which is available to the workers. The same is also being used to give feedback as well. Further, to mitigate the risk following practises in place:

- Safety Patrol
- Work place Inspections
- Safety Audits
- On the job "know your machine" trainings at the Shop Floor
- Mock Drills

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

Reply: Yes, the employees/workers who are not covered under ESIC scheme, provided with medical insurance by the company.



Business Responsibility & Sustainability Reporting

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 22-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	14	19
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The company has taken several measures to prevent accidents and ensure a safe and healthy workplace. Some of the key measures taken includes. Further, the organisation is certified under ISO 45001:

- Plant Safety instructions display boards installed
- Proactive Monitoring such as safety tours, audits, workplace inspections, statutory Inspections, outcomes from risk assessment, survey, hygiene, OHS Objectives and management programs, mock drill etc.
- Incident investigation report- root cause analysis and corrective and preventive actions (CAPA) such as near miss, illness cases, Injuries, reportable & non-reportable accident etc.
- On the job safety trainings

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

	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

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.

Reply: Corrective Action Preventive Action reports (CAPA)



Business Responsibility & Sustainability Reporting

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Reply: The Company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth and therefore, it is mandatory to clearly identify and map all concerned internal and external stakeholders. The Company has put in place systems and processes to identify, prioritize and address the needs and concerns of its stakeholders across all plant locations and other areas of its presence.

The Company is developing strong relationships with its stakeholders. The lasting partnerships built with local communities and various other stakeholders have created a win-win situation for the Company and its stakeholders mutually contributing and supporting the growth and development of each other.

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
Shareholder/ Investors	No	Email, Meetings, Newspaper, Company Website, Stock Exchanges, earning calls, Press releases, Investor Meet/Earnings Call, Telecommunication	Regularly through company website and website of stock exchange's and annually via General Meeting and quarterly via Earnings call	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval etc. as may be required.
Vendors/ Suppliers/ Outsourcing Partners and contractors	No	Emails, Meetings including the web- meeting and one to one meeting	Quarterly and Annually	Review and renewal of contracts
Customers	No	Feedback survey, 1 on 1 interaction	Need based, Periodically	Customer feedback on product and services
Statutory Body/ Government Authorities	No	Public Forum, Industry forum	Need based	Compliance, Industry concerns, Govt expectations
Employees	No	Training, Discussions, Notice Board, Committee Meeting	Daily, weekly, monthly, need based, annually	Industry scenario, challenges/issues, employee well-being, Grievance handling, career development
Local Community	Yes	Meeting with community people, NGOs, etc	Annually and need based (Direct connect through CSR)	CSR Intervention-- Education, Sports, community health
Bankers	No	Email, 1 to 1 interaction	Monthly, need based,	Relationship building



Business Responsibility & Sustainability Reporting

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 23-24 Current Financial Year			FY 22-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	160	77	48.13	152	36	23.68%
Other than permanent	18	5	27.78	9	-	-
Total Employees	178	82	46.07	161	36	22.36%
Workers						
Permanent	354	184	51.98	326	124	38.04%
Other than permanent	343	112	32.65	321	90	28.04%
Total Workers	697	296	42.47	647	214	33.08%

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

Category	FY 23-24					FY 22-23				
	Current Financial Year					Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	153	-	-	153	100%	145	1	0.69%	144	99.31%
Female	7	-	-	7	100%	7	-	-	7	100%
Other than Permanent										
Male	18	9	50%	9	50%	9	1	11.11%	8	88.89%
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	342	2	0.58	340	99.42%	312	-	-	312	100 %
Female	12	-	-	12	100%	14	-	-	14	100 %
Other than Permanent										
Male	343	81	23.62	262	76.38%	321	87	27.10%	234	72.90%
Female	-	-	-	-	-	-	-	-	-	-



Business Responsibility & Sustainability Reporting

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

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)	2	3,21,70,537	-	
Key Managerial Personnel	1	1,06,11,949	1	25,05,473
Employees other than BoD and KMP	150	4,57,885	6	4,01,115
Workers	342	2,98,357	12	2,25,140

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	2.70%	2.60%

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)

Reply: Yes, weblink to our Human Right Policy <https://www.shivalikbimetals.com/images/pdf/Human-Rights-Policy.pdf>

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

Reply: Human Right Policy in place including the Grievance redressal Mechanism. Through our Whistle Blower Policy, we have established a system for reporting and redressing all human rights violations. Any concerns pertaining to human rights can be reported by all employees, contractors, and suppliers as a result of this. All actual violations are dealt with seriously, and remediation measures can include terminating employees and business contracts, depending on the severity of the violation.

In addition, there is a Policy on the Prevention of Sexual Harassment (POSH) at Shivalik's, and any incidents of this kind can be reported to the Internal Complaints Committee (ICC) for POSH in accordance with the procedure that is outlined in the policy. Each reported allegation is treated confidentially and with seriousness. Open House Discussions, balanced/ Group HR interfaces are coordinated every once in a year.

Weblink to our whistle blower/vigil mechanism policy: <https://www.shivalikbimetals.com/images/pdf/Whistle-Blower-Policy.pdf>



Business Responsibility & Sustainability Reporting

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

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

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female's employees/workers	-	-
Complaints on POSH upheld	-	-

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

Reply: Shivalik guarantees, in accordance with the Whistle Blower Policy and Procedure, that employees and business associates are completely protected from retaliation, punishment, intimidation, coercive action, dismissal, or victimization for reporting genuine concerns, even if they are not proven. Punitive action will be taken on anyone who tries to victimize anyone who complains, cooperates with an investigation or complaint, or provides information or data related to it.

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

Reply: Yes

10. Assessments for the year:

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

100% of Plants and offices are assessed during the statutory audit ensuring compliance with all the Statutory laws/Regulatory requirement, Labour laws and rules made thereunder

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

Reply: Not Applicable

**Business Responsibility & Sustainability Reporting****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 23-24 in GJ (Current Financial Year)	FY 22-23 in GJ (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	26725	22742
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	26725	22742
From non- renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	2230	2103
Energy consumption through other sources (F)	-	-
Total energy consumption from non- renewable sources (D+E+F)	2230	2103
Total energy consumed (A+B+C+D+E+F)	28955	24845
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	0.000006443	0.000005912
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed /Revenue from operations adjusted for PPP)	*0.000144329	*0.000131057
Energy Intensity in terms of Physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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.



Business Responsibility & Sustainability Reporting

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.

Reply: Not Applicable

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

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	10179	8603
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10179	8603
Total volume of water consumption (in kilolitres)	10179	8603
Water intensity per rupee of turnover (Water consumed / Revenue from Operations)	0.000002265	0.000002047
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption /Revenue from operations adjusted for PPP)	0.000050738	0.000045381
Water Intensity in terms of Physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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.

**Business Responsibility & Sustainability Reporting****4. Provide the following details related to water discharged:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
- No treatment	-	
- With treatment – Through STP (used in Irrigation)	1063.50	
(ii) To Ground Water		
- No treatment	-	
- With treatment – please specify level of treatment	-	
(iii) To Seawater		
- No treatment	-	
- With treatment – please specify level of treatment	-	
(iv) Sent to third- parties		
- No treatment	-	
- With treatment – please specify level of treatment	-	
(v) Others		
- No treatment	-	
- With treatment – Through STP & ETP	3279.50	
Total water discharged (in Kilolitres)	4343.00	

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.

*During the year the company has treated 8290 KL of water and recycled 5010.50 KL out of which 1063.50 KL used/ discharged for irrigation and remaining re-used in the plant. Out of total withdrawal 1889 KL is in the storage tanks of the company.

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

Reply: Yes, as a responsible organisation the Company gives importance to reduce, reuse and recycle water. This is achieved through installation of Effluent Treatment Plant (ETPs) and Sewage Treatment Plants (STPs) in line with the compliance norms in force. These systems enable the Company to reuse and recycle water and utilise it again within the plant premises for process reuse, gardening and toilet flushing etc.



Business Responsibility & Sustainability Reporting

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	g/kW-hr	-	-
Sox	mg/NM	-	-
Particulate matter (PM)	g/kW-hr	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify		-	-
Carbon Monoxide	g/kW-hr	-	-
Hydrocarbon	%	-	-

*Note: No direct emission by the company. The only emission in FY 2023-24 is due to reburning of diesel while using Diesel Generator (DG) of 320KVA, 600KVA and 625KVA and in FY 2022-23 was due to reburning of diesel while using Diesel Generator (DG) of 320KVA and 600KVA. The emissions are well below the specified standards under the Environment (Protection) Rules, 1986.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. Yes, the same has been evaluated/ assessed by Shivalik Solid waste Management Limited (an independent agency) not related with the Company.

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

Parameter	Unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	174.56	189.92
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total scope 1 and scope 2 GHG emissions/Revenue from operations)		0.00000003884	0.00000004519
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)		0.0000008701	0.0000010018
Total Scope 1 and Scope 2 emission intensity in terms of Physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity		-	-

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

**Business Responsibility & Sustainability Reporting**

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

Reply: No

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

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6.003	11.06
E-waste (B)	0.2933	-
Bio-medical waste I	0.00515	0.00018
Construction and demolition waste (D)	-	-
Battery waste I	0.0904	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	*2.154	*0.4
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	724.17	675.90
Total (A+B + C + D + E + F + G + H)	732.72	687.38
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000001630	0.0000001636
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000003652	0.000003626
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	571.12	529.77
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	571.12	529.77
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (MCD / SSWM/ Authorised scrap dealers)	159.04	146.14
Total	159.04	146.14

*Other Hazardous waste includes Sludge (1.24), Used Oil (0.8) and Oil soaked gloves (0.114).

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.



Business Responsibility & Sustainability Reporting

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.

Waste is generated both from production processes as well as general operational activity – including maintenance and catering. At production waste the same is being monitored and reported on a monthly basis with the objective to minimise and reduce as much as possible. Any production waste produced is kept clearly segregated from general waste and is recycled maximum extent possible.

General waste is always segregated between hazardous and non-hazardous materials, and is always disposed of in accordance with local legislation. What materials may be recycled using locally available facilities is appropriately done so. For our business, the concept of hazardous really only applies to using some oil and sludge.

- (a) Plastics (including packaging) – Recycled through Municipal Corporation
- (b) E-waste – Recycled through registered vendors
- (c) Hazardous waste and – Disposed off through Shivalik Solid Waste Management Limited
- (d) Other waste. (ETP Sludge)

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-
-	-	-	-

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
-	-	-	-	-	-
-	-	-	-	-	-

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

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

Reply: Yes, Shivalik Bimetal Controls Limited is fully compliant. All Statutory compliances are done as per Air/Water/ Environment act and rules and the same has been reviewed periodically. Further, the company is also having No Objection Certificate from Pollution Control Board.



Business Responsibility & Sustainability Reporting

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.: **3**
- 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	Indian Electrical and Electronics Manufacturers Association (IEEMA) vide membership number SBC-M-07-1989-0453	National
2	Indo - German Chamber of Commerce	National/International
3	Engineering Export Promotional Council of India vide EPC/D/R-4108/ ENGG. (LS)	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.

Reply: No such cases

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

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)	Results communicated in public domain (Yes / No)
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As per applicable laws, SIA is not applicable for any of the projects undertaken by SHIVALIK

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable as SHIVALIK does not have any projects for which on-going Rehabilitation and Resettlement (R&R) is required to be undertaken.						

**Business Responsibility & Sustainability Reporting****3. Describe the mechanisms to receive and redress grievances of the community.**

Reply: No such mechanism.

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

	FY 2023- 2024 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	17.57%	18.33%
Sourced directly from within the district and neighbouring districts	-	-

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 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	-	-
Semi-Urban	77.38%	78.54%
Urban	-	-
Metropolitan	22.62%	21.46%

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

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.**

Reply: Yes, to resolve the customer complaints, 8D Methodology is being followed. Robust system and procedures in place for handling consumer complaint & feedback are documented in the established quality management system. We have a team which focuses on catering to the various requirements of our customers for a seamless experience.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements are disclosed on our products
Safe and responsible usage	
Recycling and/or safe disposal	

**Business Responsibility & Sustainability Reporting****3. Number of consumer complaints in respect of the following:**

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

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

Reply: There were no voluntary or forced recall during the financial year 2024.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Reply: Yes, the entity has a policy on cyber security and the same is available with the IT department.

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.

Reply: No such cases

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact : Nil
- Percentage of data breaches involving personally identifiable information of customers : Nil
- Impact, if any, of the data breaches : Nil