

Business Responsibility & Sustainability Reporting

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 Limited
3	Year of incorporation	1984
4	Registered office address	16-18 New Electronics Complex, Chambaghat Distt. Solan Himachal Pradesh 173213
5	Corporate address	Space-408, 4th Floor, Eros Corporate Tower, Nehru Place, New Delhi – 110019
6	E-mail	shivalik@shivalikbimetals.com
7	Telephone	+91-1792 – 230578 +91-011-43071061
8	Website	www.shivalikbimetals.com
9	Financial Year for which reporting is being done	2024-25
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. Kabir Ghumman Landline 011-43071061 Email: shivalik@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 Limited
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 Strips/Parts	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	51.41%
2	Manufacturing of EB welded shunt Strips/Parts	24201	48.58%

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	-	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	38

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

56.22%

c. A brief on types of customers

The Company specializes in delivering high-quality materials and precision components to a diverse range of B2B industries. Its product portfolio includes thermostatic bimetal and trimetal strips, spring-rolled stainless steel, electron beam welded shunt materials (available in both strip and finished forms), cold-bonded strips and components, snap-action discs, and CNC-formed bimetal and trimetal coils. Serving more than 275 clients across domestic and international markets, the Company plays a vital role as a trusted supplier to sectors such as switchgear, circuit breakers, automotive, energy metering, and various other electrical and electronic equipment manufacturers.

IV. Employees

20. Details as at the end of Financial Year: 2024- 2025:

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)	163	156	95.71%	7	4.29 %
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	163	156	95.71%	7	4.29%
Workers						
4.	Permanent (F)	435	423	97.24%	12	2.76%
5.	Other than Permanent (G)	408	408	100%	-	-
6.	Total workers (F + G)	843	831	98.58%	12	1.42%

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	9	2	22.22%
Key Management Personnel	5*	1	20%

*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 – 24-25 (Turnover rate in current FY)			FY – 23-24 (Turnover rate in previous FY)			FY – 22-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.15%	-	11.15%	2.57%	-	2.57%	2.92%	0.73%	3.65%
Permanent Workers	2.03%	-	2.03%	2.07%	0.29%	2.36%	2.23%	0.37%	2.60%

*Employees left during the FY 2024-25

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	Wholly owned subsidiary	100 %	No
2	Shivalik Bimetal Engineers Private Limited	Wholly owned subsidiary	100 %	No
3	Shivalik Bimetals Europe SRL, LLC*	Wholly owned subsidiary	100 %	No
4	Innovative Clad Solutions Private Limited	Joint Venture	16.01%	No

*The Company has setup its wholly owned subsidiary in Italy w.e.f. October 10, 2024.

VI. CSR Details

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

(ii) Turnover (in ₹): 43,721.05/- (In Lakhs)

(iii) Net worth (in ₹): 38,767.08/- (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: 24-25 Current Financial Year			FY: 23-24 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	Yes	-	-	-	-	-	-
Shareholders	Yes	4	0	-	3	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	10	0	All Customer Complaints are closed	9	0	All Customer Complaints are closed
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

- 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 implemented a dedicated system to continuously monitor and address complaints from shareholders and stakeholders. It ensures timely and efficient responses, aiming to resolve each issue promptly and to the full satisfaction of the complainant, without unnecessary 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; • It actively collaborates with suppliers to identify emerging risks and explore improved mitigation strategies. • Regular quantitative risk assessments are conducted, with action plans promptly implemented and closed. • A robust Emergency Response Plan is established to ensure swift action during incidents. • Additionally, plant infrastructure is designed in line with recognized safe design principles and relevant regulatory standards.	Negative: The operations at our plants can have a direct impact on both the health and well-being of our employees and the nearby community. Ensuring a safe, healthy environment is therefore a top priority, with measures in place to mitigate potential risks arising from industrial activities.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Safety risk	Risk and Opportunity	The Company's manufacturing activities involve employees operating plant systems, machinery, and material handling equipment—each of which inherently carries a risk of injury. To address this, the Company prioritizes stringent safety protocols and continuous training to minimize potential hazards and ensure a safe working environment.	Compliance with safety regulations, strict adherence to the Company's Environment, Health and Safety (EHS) Policy, and the implementation of best-in-class operational practices for managing hazardous materials at plant facilities	• Negative Implications: Safety risks can lead to workplace injuries, resulting in medical expenses, compensation claims, legal liabilities, and potential regulatory penalties. Additionally, incidents may disrupt operations, reduce productivity, and damage the Company's reputation. • Positive Implications: Proactively managing safety through robust protocols and continuous training can reduce incident rates, lower insurance premiums, and enhance employee morale and retention. A strong safety culture also reinforces stakeholder trust and supports long-term operational efficiency and compliance
3	Products and Innovation	Opportunity	Product enhancement, - diversification and value add aligned to industry trends	-	• Positive: Product innovation and diversification aligned with industry trends can drive revenue growth, increase market share, and enhance profit margins. It also strengthens brand value and positions the Company for sustained competitiveness.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Technological	Risk and Opportunity	Technology continues to evolve rapidly and remains integral to our operations—enhancing everything from process automation and quality assurance to supply chain efficiency and customer interaction. Falling behind on technological advancements could hinder the Company's competitiveness and its capacity to fulfill customer expectations. Additionally, in today's digital landscape, cyber threats such as data breaches and attacks pose significant risks, potentially leading to financial loss and reputational harm that could adversely affect the Company's brand image	The Company proactively invests in Research and Development to address technology-related risks, supported by an in-house, approved R&D facility. This dedicated unit focuses on enhancing processes and products while driving innovation to meet the evolving needs of customers. In parallel, the Company is reinforcing its cybersecurity framework to safeguard critical data and infrastructure. Embracing technological advancements also enables the Company to deliver more sustainable and future-ready solutions to its customers.	• Negative Implications: Failure to keep pace with technological advancements or to adequately protect against cyber threats could result in loss of market share, increased operational costs, regulatory penalties, and reputational damage. Cyber incidents, in particular, may lead to direct financial losses due to data breaches, legal liabilities, and business disruptions. • Positive Implications: On the other hand, proactive investment in R&D and cybersecurity can lead to enhanced operational efficiency, product innovation, and stronger customer trust. These efforts can open up new revenue streams, improve cost-effectiveness, and position the Company as a technological leader, ultimately contributing to long-term financial growth and resilience.

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company promotes responsible and sustainable business practices among its value chain partners, taking into account their individual capabilities and resources. To support this commitment, it has established mechanisms such as fair trade practices, a whistleblower policy, and a structured grievance redressal system.								
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.	Policies have been formulated in alignment with applicable regulations, including The Companies Act, 2013; The SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015; The Factories Act, 1948; and other relevant statutory provisions. These policies also take into account recognized national and international certifications and standards such as ISO 9001, ISO 14001, and ISO 45001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company recognizes that enhancing its ESG performance is a progressive and evolving journey. While it has not yet formalized specific commitments, goals, or timelines, its ongoing initiatives demonstrate a clear intent to strengthen ESG practices. These efforts are evident in the Company's active engagement in the following areas: • Transition towards Green and Renewable Energy • Waste Management • Tree Plantation • Quality Education • Good Health and Well-Being for Vulnerable & Marginalized Groups • Zero Hunger: Although defined targets and timelines are yet to be established, the Company remains committed to advancing these initiatives and integrating ESG considerations into its operational and strategic decisions.								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Performance of the entity:

- 1. Transition towards Green and Renewable Energy -**
The Company sources electricity primarily from hydro power grids and has installed solar panels across its facilities, significantly reducing its carbon footprint. By integrating hydro and solar energy into its operations, the Company reinforces its commitment to sustainability and climate-conscious practices through a cleaner, renewable energy mix.
- 2. Waste Management –** The Company manages waste in compliance with environmental regulations. Plastics are recycled through the Municipal Corporation, e-waste is handled by authorized vendors, and hazardous waste is disposed of via Shivalik Solid Waste Management Limited. Other waste, including ETP sludge, is treated as per applicable norms, underscoring the Company's commitment to sustainable and lawful waste practices.
- 3. Tree Plantation –** As part of its commitment to environmental sustainability, the Company has undertaken tree plantation drives around its manufacturing units, contributing to carbon footprint reduction and promoting a greener ecosystem.
- 4. Quality Education –** Through its CSR initiatives, the Company actively supports local government schools by enhancing infrastructure—this includes repairing school buildings, setting up classrooms and lab, and providing essential supplies to students.
- 5. Good Health and Well-Being for Vulnerable & Marginalized Groups –** In partnership with HelpAge India, the Company is supporting healthcare initiatives for vulnerable and marginalized communities in the local regions of Himachal Pradesh, promoting access to quality health services.
- 6. Zero Hunger:** In partnership with the Annamitra Foundation, the Company is actively supporting initiatives aimed at eradicating hunger through targeted nutrition and meal programs.

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)

The Company recognizes the critical role of Environmental, Social, and Governance (ESG) factors in shaping a sustainable future for both our business and society. By embedding ESG principles across all facets of our operations—from strategic planning and decision-making to daily practices and stakeholder engagement—we aim to manage risks effectively, foster long-term value creation, and contribute to a more equitable and resilient world.

Our Board of Directors comprises individuals with diverse backgrounds and expertise, including in ESG-related domains, enabling informed and responsible governance. As part of our commitment to ethical and sustainable conduct, we have implemented a comprehensive suite of policies and frameworks, including the Code of Conduct, Human Rights Policy, Code of Conduct for Prevention of Insider Trading, Policy on Prevention of Sexual Harassment, Whistleblower Policy, Anti-Corruption and Anti-Bribery Policy, Corporate Social Responsibility Policy, and a structured Grievance Redressal Mechanism.

On the environmental front, we focus on managing our impact across key areas such as energy, water, air, and waste. We are dedicated to responsible resource use and waste management practices that align with global sustainability standards.

Socially, the Company upholds fair and inclusive business practices, ensuring that all employees and business partners operate in safe, clean, and healthy working environments. We are committed to supporting human capital development and contributing positively to the communities in which we operate.

Sustainability and responsible corporate citizenship are integral to our business strategy. Through continuous improvement and stakeholder collaboration, we strive to create enduring value while advancing broader societal and environmental goals.

- | | |
|---|---|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Kabir Ghumman
Managing Director |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | <p>Yes. The Board has constituted the BRSR Committee with the following members:</p> <ol style="list-style-type: none"> 1. Mr. Narinder Singh Ghumman 2. Mr. Kabir Ghumman 3. Mr. Kanav Anand 4. Mr. Mukesh Kumar Verma 5. Mr. Deepak Verma 6. Mrs. Richa Gupta |

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Policies are reviewed on a regular basis or as circumstances demand, with timely updates implemented to ensure continued relevance and compliance with applicable standards and regulations.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with statutory requirements is regularly reviewed by the Company's top management. This includes identifying and addressing any instances of non-compliance through timely corrective actions, ensuring adherence to applicable laws and maintaining robust governance standards.									A compliance audit is conducted annually to ensure adherence to applicable laws and internal policies. In addition, monthly compliance reports and Management Information System (MIS) updates are reviewed by top management to monitor ongoing compliance and address any emerging issues in a timely manner.								

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
		The Company's leadership has established a comprehensive set of policies and procedures addressing key material aspects of its operations. While these policies have not yet been formally assessed by an external agency, their implementation is periodically reviewed by the Internal Auditors to ensure effectiveness and compliance. Additionally, the Company's plant facilities have undergone audits conducted by external certification bodies, reinforcing adherence to recognized standards and best practices.								

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)	-	-	-	-	-	-	-	-	-

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.




GRI 2 -17, GRI 2- 24

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	4	1) POSH, 2) Code of Conduct, 3) Anti-Bribery & Anti-Corruption laws 4) Orientation Programme	100%
Key Managerial Personnel	3	1) POSH, 2) Code of Conduct, 3) Anti-Bribery & Anti-Corruption laws	100%
Employees other than BoD and KMPs	25	1) HR Induction, 2) POSH, 3) Medical awareness, 4) Labour and Human Rights, 5) Emergency Preparedness, 6) Child Labour, 7) Quality and EHS Policy, 8) First aid and CPR, 9) Awareness session on HIRA, 10) CMM, 11) Chemical Storage and handling, 12) Code of Conduct, 13) 5S refresher, 14) Effective Waste Mgt, 15) Health and Safety, 16) PPAP, 17) APQP, 18) CQI15, 19) Time Management, 20) Prevention of Corruption & Bribery, 21) MSA/SPC, 22) Refresher Advanced Excel, 23) CQI11, 24) Sustainable Procurement, 25) Contingency Plan	99.47%
Workers	18	1) HR Induction, 2) POSH, 3) Medical awareness, 4) Labour and Human Rights, 5) Emergency Preparedness, 6) Child Labour, 7) Quality and EHS Policy, 8) First aid and CPR, 9) Awareness session on HIRA, 10) CMM, 11) Chemical Storage and handling, 12) Code of Conduct, 13) 5S refresher, 14) Effective Waste Mgt, 15) Health and Safety, 16) Machine Safety, 17) Electrical Safety, 18) Fork Lift Operations	95.40%

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 2024-25 on the basis of materiality.

	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	-	-	-	-	-

	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 2024-25

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Numbers	Remark	Numbers	Remark
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	48 days	47 days

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY2024-25 (Current Financial Year)	FY 2023-24 (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)	8.18%	10.01%
	b. Sales (Sales to related parties /Total Sales)	0.04%	0.18%
	c. Loans & advances (Loan & advances given to related parties /Total loans & advances	-	-
	d. Investments (Investment in related parties / Total Investments made)	99.65%	99.69%

Leadership Indicators

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

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

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

Reply: Yes, as an Indian listed company, the entity has established robust processes to identify, avoid, and manage conflicts of interest involving members of the Board. These processes are aligned with the provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Directors are required to disclose their interests at the time of appointment and whenever there is any change. The Company maintains a register of such disclosures and ensures that any director with a potential conflict abstains from participating in relevant discussions or decisions. These measures are reinforced through the Company's Code of Conduct and periodic declarations to uphold transparency, integrity, and good governance.

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	217.91 Lakhs	-	

Reply: As a manufacturer in the metal industry, producing bimetal, trimetal, and shunt components used in OEM products, the company integrates sustainability throughout its operations. Capital investments include ₹217.91 Lakhs in energy conservation equipment, installation of 400 KWh solar panels, and a shift to renewable hydroelectric power across facilities. Additional measures such as replacing conventional lighting with LEDs, upgrading to energy-efficient motors and drives, and adopting sustainable packaging further reinforce this commitment. On the R&D front, efforts include automation in inspection systems for precision and waste reduction, research into resistive alloys, and development of indigenous bi-metal components. Continuous monitoring of carbon footprints and plans for offsetting emissions highlight the company's strategic focus on sustainability. These initiatives reflect a substantial allocation of resources toward environmentally and socially responsible innovation within the manufacturing process.

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

Reply: The Supplier Manual and Code of Conduct are being successfully signed off, ensuring strong compliance and collaboration with our raw material suppliers and vendors

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

Reply: Not applicable

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

Reply: The Company specializes in manufacturing alloy-based thermostatic bimetal and electron beam-based shunt resistors, which play a crucial role as components in the electrical and electronics industry. As these products are designed to integrate into final applications, they do not require reclaiming, recycling, or disposal at the end of their lifecycle. Therefore, this consideration is not applicable to 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.

Reply: While Extended Producer Responsibility (EPR) does not directly apply to the entity's activities, the company recognizes its role in responsible packaging practices. Given the minimal plastic content in imported raw material packaging, the company has proactively registered as both a Brand Owner and an Importer. The waste collection plan is fully aligned with EPR guidelines, ensuring compliance and sustainability. Additionally, the final product is dispatched with a protective thin layer of flexible plastic, and certain components are supplied in plastic boxes to ensure safe application.

Leadership Indicators

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

Reply: No

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.
-	-	-	-	-	-

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. NA

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
-	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

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

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



Essential Indicators

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

Category	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	156	153	98.08%	132	84.62%	0	-	-	-	-	-
Female	7	7	100%	0	0.00%	7	100%	-	-	-	-
Total	163	160	98.15%	132	80.98%	7	4.29%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*Note: Total covered employee under Health Insurance excludes the Managing Director, 2 Whole Time Director(s) and 4 employees who have not completed the 6 months on the job till March 31, 2025.

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 (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F/ A)
Permanent workers											
Male	423	422	99.76%	422	99.76%	-	-	-	-	-	-
Female	12	12	100%	12	100%	12	100%	-	-	-	-
Total	435	434	99.77%	434	99.77%	12	2.76%	-	-	-	-
Other than Permanent workers											
Male	408	408	100%	408	100%	-	-	-	-	-	-
Female	0	0	-	0	-	-	-	-	-	-	-
Total	408	408	100%	408	100%	-	-	-	-	-	-

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.31%	0.23%

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

Benefits	FY 24-25 Current Financial Year			FY 23-24 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	73%	83%	Yes	71%	81%	Yes
Others – please specify Mediclaime/ PAI/ WCA	27%	17%	Yes	29%	19%	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.

Reply: 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/about-us.php?pagelid=32>

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%	15	100%
Female	-	-	-	-
Total	6	100%	15	100%

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

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, the Company has a robust Whistleblower Policy in place that applies to all Employees, Directors, and Third-Party Stakeholders, irrespective of their geographic location. The policy provides a structured mechanism for reporting a wide range of concerns, including:

- Violations of the Code of Conduct
- Incidents of discrimination, harassment, or bullying
- Safety-related or environmental issues

This framework ensures that individuals can raise concerns in a secure and confidential manner, reinforcing the Company's commitment to ethical conduct and accountability.

	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 24-25 (Current Financial Year)			FY 23-24 (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	163	5	3.07%	160	5	3.13%
- Male	156	4	2.56%	153	4	2.61%
- Female	7	1	14.29%	7	1	14.29%
Total Permanent Workers	435	14	3.22%	354	11	3.11%
- Male	423	14	3.31%	342	11	3.22%
- Female	12	0	-	12	0	-

8. Details of training given to employees and workers:

Category	FY 24-25					FY 23-24				
	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	156	107	68.59%	69	43.13%	153	75	49.02%	89	58.17%
Female	7	4	57.14%	2	28.57%	7	2	28.57%	2	28.57%
Total	163	111	68.10%	71	43.56%	160	77	48.13%	91	56.88%
Workers										
Male	423	403	95.27%	339	80.14%	342	336	98.25%	231	67.54%
Female	12	12	100%	10	83.33%	12	12	100%	1	8.33%
Total	435	415	95.40%	349	80.23%	354	348	98.31%	232	65.54%

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

Category	FY 24-25 as on 31st March Current Financial Year			FY 23-24 as on 31st March Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	156	144	92.31%	153	141	92.16%
Female	7	7	100%	7	6	85.71%
Total	163	151	92.64%	160	147	91.88%
Workers						
Male	423	421	99.53%	342	342	100%
Female	12	12	100%	12	12	100%
Total	435	433	99.54%	354	354	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: The Company is certified under ISO 45001:2018 for its Occupational Health and Safety Management System. This certification encompasses the entire plant and all associated operations, reflecting the Company's commitment to maintaining a safe and compliant working environment.

- 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: The manufacturing facility (Unit-I) is certified under the ISO 45001 Occupational Health and Safety Management System. In line with this, the Company Implements Hazard Identification and Risk Assessment (HIRA) for routine operations and Job Safety Analysis (JSA) for non-routine tasks. Regular audits and inspections are conducted to ensure the effectiveness of the occupational health and safety systems. Each site team has established its own internal review mechanism to monitor performance and implement corrective actions as needed. Additionally, the Environmental, Health, and Safety (EHS) management system undergoes periodic audits, and leadership conducts monthly reviews to drive continuous improvement and maintain compliance.

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

Reply: The Company has established a structured mechanism to monitor and address work-related hazards through a formal accident and incident reporting system, which is readily accessible to all workers. This system not only facilitates timely reporting but also serves as a channel for feedback and continuous improvement.

To proactively mitigate risks and reinforce a culture of safety, the following practices are in place:

- Safety Patrols
- Workplace Inspections
- Safety Audits
- Know Your Machine
- Mock Drills

These initiatives collectively support a robust occupational health and safety framework, aligned with the Company's commitment to ISO 45001 standards and continuous risk mitigation.

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

Reply: Yes, employees and workers who fall outside the coverage of the Employees' State Insurance (ESI) scheme—typically due to exceeding the wage threshold—are provided with medical insurance coverage by the Company. This ensures that all personnel, regardless of their ESIC eligibility, have access to essential healthcare support, reinforcing the Company's commitment to employee well-being and inclusive health protection.

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 23-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	0	0
	Workers	2	14
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.

Reply: The Company has implemented a comprehensive set of measures to prevent accidents and maintain a safe and healthy work environment. It is certified under ISO 45001:2018, reflecting its commitment to occupational health and safety. Key initiatives include:

- Installation of plant safety instruction display boards to promote awareness and compliance.
- Proactive monitoring activities such as safety patrols, internal audits, workplace and statutory inspections, risk assessments, hygiene surveys, and periodic reviews of OHS objectives and programs, including mock drills.
- Thorough incident investigation procedures, including root cause analysis and implementation of corrective and preventive actions (CAPA) for near misses, illnesses, injuries, and both reportable and non-reportable accidents.
- On-the-job safety training to ensure employees are well-informed and equipped to perform their duties safely.

These practices collectively support a culture of safety and continuous improvement across all operational levels.

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

	FY 24-25 (Current Financial Year)			FY 23-24 (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 and Preventive Action (CAPA) reports are structured documents used to identify, investigate, and resolve non-conformities or potential risks within the organization. These reports outline the root cause of an issue, detail the corrective actions taken to eliminate the cause of an existing problem, and define preventive measures to avoid recurrence. CAPA reports serve as a critical tool for continuous improvement, ensuring that quality, safety, and compliance standards are consistently upheld across operations.

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).

Reply: Yes, Employee Deposit Linked Insurance Scheme available for employees who are covered under EPFO.

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

Reply: To ensure statutory compliance across its value chain, the Company has instituted clear expectations through its Supplier Code of Conduct, which mandate that all partners adhere to applicable legal and regulatory requirements, including the deduction and timely deposit of statutory dues such as taxes, provident fund, and employee insurance contributions. Additionally, the Company requires that value chain partners provide appropriate documentary evidence, such as challans or receipts, confirming the deposit of such statutory dues in a timely manner.

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: There were no cases of high consequence work-related injury, ill-health, or fatalities involving employees or workers during the financial year 2024-25.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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

Reply: No

5. Details on assessment of value chain partners:

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

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

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 recognizes that effective stakeholder engagement is essential to achieving its sustainability objective of inclusive growth. To this end, it has established structured systems and processes to identify, map, and prioritize both internal and external stakeholders across all plant locations and operational areas. These mechanisms ensure that stakeholder needs and concerns are systematically addressed.

By fostering meaningful and transparent relationships, the Company continues to build enduring partnerships with local communities and other key stakeholders. These collaborations have resulted in mutually beneficial outcomes, enabling shared growth, development, and long-term value creation for all parties involved.

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

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
Bankers	No	Email, 1 to 1 interaction	Monthly, need based,	Relationship building

Leadership Indicators

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

Reply: We have established structured processes to ensure that stakeholder perspectives on economic, environmental, and social matters are effectively communicated to the Board of Directors. Stakeholder engagement is primarily conducted through formal channels such as, investor interactions, and employee feedback mechanisms. These engagements are managed by dedicated teams within the organization, including sustainability, investor relations, and human resources, depending on the stakeholder group involved.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Reply: Not yet

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

Reply: The Company engages with marginalized communities through focused CSR initiatives. A Mobile Healthcare Unit provides essential medical services to underserved areas, improving access to primary care. Additionally, the Company supports infrastructure development in government schools, enhancing learning environments for children from disadvantaged backgrounds. These efforts reflect a commitment to inclusive development and community well-being.

PRINCIPLE 5 Businesses should respect and promote human rights




GRI 2-24, GRI 205-2, GRI 403-5,
GRI 404-1, GRI 410-1

Essential Indicators

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

Category	FY 24-25 Current Financial Year			FY 23-24 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	163	163	100%	160	77	48.13%
Other than permanent	-	-	-	18	5	27.78%
Total Employees	163	163	100%	178	82	46.07%

Category	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Workers						
Permanent	435	104	23.91%	354	184	51.98%
Other than permanent	408	109	26.72%	343	112	32.65%
Total Workers	843	213	25.27%	697	296	42.47%

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

Category	FY 24-25					FY 23-24				
	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	156	-	-	156	100%	153	-	-	153	100%
Female	7	-	-	7	100%	7	-	-	7	100%
Other than Permanent										
Male	-	-	-	-	-	18	9	50%	9	50%
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	423	1	0.24%	422	99.76%	342	2	0.58%	340	99.42%
Female	12	-	-	12	100%	12	-	0.00%	12	100%
Other than Permanent										
Male	408	151	37.01%	257	62.99%	343	81	23.62%	262	76.38%
Female	-	-	-	-	-	-	-	-	-	-

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)	4	1,68,47,081	0	
Key Managerial Personnel	1	93,14,444	1	26,69,795
Employees other than BoD and KMP	151	4,83,457	6	4,74,361
Workers	423	2,98,363	12	2,61,783

*Includes the headcount and salary details of Mr. S. S. Sandhu, who left the organization during the year.

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

	FY 2024-25	FY 2023-24
	Current	Previous
	Financial Year	Financial Year
Gross wages paid to females as % of total wages	2.94%	2.70%

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: The Company has established a comprehensive Human Rights Policy supported by a formal Grievance Redressal Mechanism to uphold ethical conduct and safeguard the rights of all stakeholders. Through its Whistleblower Policy, a secure and confidential channel is available for employees, contractors, and suppliers to report any concerns related to human rights violations. All reported cases are addressed with due seriousness, and appropriate remediation measures including disciplinary action or termination of contracts are undertaken based on the severity of the violation.

Additionally, the Company has implemented a Policy on the Prevention of Sexual Harassment (POSH) in line with statutory requirements. Incidents of sexual harassment can be reported to the Internal Complaints Committee (ICC), which ensures that each case is handled with confidentiality, sensitivity, and fairness. To foster a culture of openness and continuous dialogue, the Company also conducts Open House Discussions and Group HR interfaces at regular intervals, providing employees with platforms to voice concerns and engage in constructive conversations around workplace well-being and rights.

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

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

	FY 2024-25			FY 2023-24		
	Current Financial Year			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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2024-25	FY 2023-24
	Current	Previous
	Financial Year	Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female's employees/workers	0	0
Complaints on POSH upheld	0	0

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

Reply: Shivalik is committed to fostering a culture of transparency and accountability. In line with its Whistleblower Policy and Procedure, the Company ensures that all employees and business associates are fully protected against any form of retaliation, intimidation, coercion, dismissal, or victimization for reporting genuine concerns regardless of whether such concerns are ultimately substantiated.

To uphold this commitment, the Company enforces strict disciplinary measures against any individual who attempts to retaliate against a whistleblower, or who interferes with an investigation by targeting those who raise concerns, cooperate with inquiries, or provide relevant information. This framework reinforces Shivalik's dedication to ethical conduct and responsible business practices.

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	All plants and offices undergo comprehensive statutory audits to ensure 100% compliance with applicable statutory laws, regulatory requirements, labour laws, and associated rules. This rigorous assessment process reinforces the Company's commitment to legal adherence and operational integrity across all locations.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Reply: Not Applicable

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

Reply: No such incident.

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

Reply: The Company upholds a strong Human Rights Policy applicable across all internal operations, ensuring fair treatment, non-discrimination, and protection from abuse for employees and contract workers. Compliance is supported through training, grievance mechanisms, and regular reviews. Externally, the Company enforces a Supplier Code of Conduct, requiring all partners to confirm adherence to human rights standards, including safe working conditions and ethical labor practices. Compliance is monitored through documentation and audit rights.

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?

Reply: 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	
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.

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 24-25 in GJ (Current Financial Year)	FY 23-24 in GJ (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	26296	26725
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	26296	26725
From non- renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	2270	2230
Energy consumption through other sources (F)	-	-
Total energy consumption from non- renewable sources (D+E+F)	2270	2230
Total energy consumed (A+B+C+D+E+F)	28566	28955
Energy intensity per rupee of turnover	0.000006534	0.000006443
(Total energy consumption/ Revenue from operations)	0.000134984	*0.000144329
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total energy consumed /Revenue from operations adjusted for PPP)		
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, 2025 and March 31, 2024, it is 20.66 and 22.401, 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.

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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	11606	10179
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11606	10179
Total volume of water consumption (in kilolitres)	11606	10179
Water intensity per rupee of turnover (Water consumed / Revenue from Operations)	0.000002655	0.000002265
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000054843	0.000050738
(Total water consumption /Revenue from operations adjusted for PPP)	-	-
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, 2025 and March 31, 2024, it is 20.66 and 22.401, 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.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (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)	2912.5	1063.5
(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	7156	3279.50
Total water discharged (in Kilolitres)	10068 (approx)	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 treated a total of 10,270 KL of water, of which 7,357.5 KL includes and used recycled and reused for washroom facilities and gardening.

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

Reply: The Company places strong emphasis on sustainable water management by adopting the principles of reduce, reuse, and recycle. In alignment with regulatory compliance norms, Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) have been installed across operations. These systems enable the treatment and recovery of

wastewater, which is then reused within plant premises for various non-potable applications such as process operations, landscaping, and sanitation facilities—thereby conserving freshwater resources and minimizing environmental impact.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (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: The Company does not generate any direct emissions from its core operations. The only emissions recorded during FY 2024–25 were from the reburning of diesel in Diesel Generators (DGs) with capacities of 320 KVA, 600 KVA, and 625 KVA. In FY 2023–24, emissions were limited to DGs of 320 KVA and 600 KVA. All emissions remained well within the permissible limits prescribed under the Environment (Protection) Rules, 1986, ensuring continued compliance with applicable environmental standards.

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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	171.71	174.56
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ Revenue from operations)		0.000000039274	0.00000003884
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)		0.0000008114	0.0000008701
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.

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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10.946	6.003
E-waste (B)	0.229	0.2933
Bio-medical waste I	0.00155	0.00515
Construction and demolition waste (D)	-	-
Battery waste I	-	0.0904
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	*2.666	*2.154
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	817.121	724.17
Total (A+B + C + D + E + F + G + H)	830.96	732.72
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000019006	0.0000001630
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000039266	0.000003652
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	672.55	571.12
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	672.55	571.12
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)	155.51	159.04
Total	155.51	159.04

*Other Hazardous waste includes Sludge (2.066) and Used Oil (0.6).

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.

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.

Reply: The Company generates waste from both production processes and general operational activities, including maintenance and catering. Production waste is monitored and reported monthly, with a focus on minimizing and reducing it at the source. It is kept segregated from general waste and recycled to the maximum extent possible.

General waste is systematically segregated into hazardous and non-hazardous categories and disposed of in compliance with applicable local regulations. Recyclable materials are processed through locally available facilities wherever feasible. In the Company's operations, hazardous waste primarily includes used oil and sludge.

Waste disposal and recycling practices include:

- Plastics (including packaging): Recycled through the Municipal Corporation
- E-waste: Handled by authorized, registered vendors
- Hazardous waste: Disposed of via Shivalik Solid Waste Management Limited
- Other waste (e.g., ETP sludge): Managed in accordance with environmental norms

These practices reflect the Company's commitment to responsible waste management and environmental stewardship.

- 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: Shivalik Bimetal Controls Limited maintains full compliance with all applicable statutory requirements under the Air, Water, and Environment Acts and associated rules. These compliances are periodically reviewed to ensure continued adherence. Additionally, the Company holds a valid No Objection Certificate (NOC) from the Pollution Control Board, affirming its commitment to environmental regulations and responsible operations.

Leadership Indicators

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

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

- Name of the area:
- Nature of operations:
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment Through STP	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

2. Please provide details of total Scope 3 emissions & its intensity, in the following format: As of FY 2024–25, the Company has not yet initiated the assessment or reporting of Scope 3 greenhouse gas (GHG) emissions

Parameter	Unit	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

3. 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
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

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 during the FY 2024-25.

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

Leadership Indicators

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development



GRI 413-1

GRI 203-1

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.						

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 2024- 2025 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	19.43%	17.57%
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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	-	-
Semi-Urban	83.47%	77.38%
Urban	-	-
Metropolitan	16.53%	22.62%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
-	-

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

Sr. No	State	Aspirational District	Amount spent (In INR)
-	-	-	-

Reply: During FY 2024–25, the Company dedicated the majority of its CSR budget to initiatives in healthcare, education, and hunger alleviation, with a focus on government-designated aspirational districts. This included sponsoring nutritious meals for children through a partnership with the Annamitra Foundation, and operating a Mobile Healthcare Unit in collaboration with HelpAge India to deliver essential medical services in the local districts of Himachal Pradesh. The Company also extended its outreach to district of other states, addressing critical community needs and reinforcing its commitment to inclusive and sustainable development.

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

Reply: Yes

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

Reply: Yes, Preference given to local suppliers, MSME's

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

Reply: 19.43%

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

Sr. No	Intellectual Property based on traditional knowledge (Yes / No)	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
-	-	-	-	-

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

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

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
-	-	-	-

Reply: During FY 2024–25, the Company dedicated the majority of its CSR budget to initiatives in healthcare, education, and hunger alleviation, with a focus on government-designated aspirational districts. This included sponsoring nutritious meals for children through a partnership with the Annamitra Foundation, and operating a Mobile Healthcare Unit in collaboration with HelpAge India to deliver essential medical services in the local districts of Himachal Pradesh. The Company also extended its outreach to district of other states, addressing critical community needs and reinforcing its commitment to inclusive and sustainable development.

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



GRI 2-25
GRI 2-29

Essential Indicators

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

Reply: The Company follows the 8D Methodology to effectively resolve customer complaints by identifying root causes and implementing long-term corrective actions. A well-defined Quality Management System documents robust procedures for managing customer feedback and grievances. A dedicated team ensures timely resolution and personalized support, aiming to deliver a seamless and satisfactory customer 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	

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

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (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 2025.

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: No such instances
- Percentage of data breaches involving personally identifiable information of customers: NA
- Impact, if any, of the data breaches: - NA

Leadership Indicators

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

Reply: Information about the Company's products and services is available through both direct engagement—via its sales and customer service teams—and its official website, www.shivalikbimetals.com, which provides comprehensive details on offerings, specifications, and contact information.

- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
- 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)**

Reply: Yes. All necessary information as per regulatory requirements are disclosed on our products