

# **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

At Borosil Limited, our Business Responsibility and Sustainability Reporting (BRSR) adheres to the latest annexures and guidelines issued by SEBI. We are dedicated to operating responsibly and sustainably, embedding sustainability into all our business practices and being accountable for the long-term impact our operations may have on the planet.

Borosil is a brand with a deep environmental conscience. Our commitment to sustainability is reflected in our glassware, a recyclable material made from abundant natural resources. We invest in energy-efficient technologies, sustainable packaging, and responsible sourcing. With ambitious environmental goals and robust governance mechanisms, we are dedicated to leading by example in sustainability.

We have been proactively taking initiatives and embedding sustainability into our core values by:



# TABLE OF CONTENTS



**Pg 61-75**

[Section A](#)  
[General Disclosures](#)



**Pg 76-80**

[Section B](#)  
[Management & Process Disclosures](#)



**Pg 81-85**

[Section C](#)  
[Principle-Wise Performance Disclosure](#)  
[Principle 1](#)  
[Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable](#)



**Pg 86-91**

[Principle 2](#)  
[Businesses should provide goods and services in a manner that is sustainable & Safe.](#)



**Pg 92-100**

[Principle 3](#)  
[Businesses should respect and promote the well-being of all employees, including those in their value chains.](#)



**Pg 101-104**

[Principle 4](#)  
[Businesses should respect the interests of and be responsive to all its stakeholders.](#)



**Pg 105-110**

[Principle 5](#)  
[Businesses should respect and promote human rights.](#)



**Pg 111-122**

[Principle 6](#)  
[Businesses should respect and make efforts to protect and restore the environment.](#)



**Pg 123-124**

[Principle 7](#)  
[Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.](#)



**Pg 125-128**

[Principle 8](#)  
[Businesses should promote inclusive growth and equitable development.](#)



**Pg 129-132**

[Principle 9](#)  
[Businesses should engage with and provide value to their consumers in a responsible manner.](#)

# SECTION A: GENERAL DISCLOSURE

Borosil Limited is committed to embedding sustainability into manufacturing processes and growth strategies while promoting a diverse and inclusive workplace. In a rapidly changing world where sustainability is essential, our goal is to make sustainable living a commonplace for everyone.



## MATERIAL TOPICS



Human Rights



Diversity, Equity & Inclusion



Product Development & Innovation



Code of Conduct



Customer Relation



Labour Management



Talent development, Attraction, Engagement & Retention

## SUSTAINABLE DEVELOPMENT GOALS



## CAPITAL

Human Capital



Financial Capital



## I DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity  
L36100MH2010PLC292722

2. Name of the Listed Entity  
Borosil Limited

3. Year of incorporation  
2010

4. Registered office address  
1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051

5. Corporate office address  
1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051

6. Email  
[bl.secretarial@borosil.com](mailto:bl.secretarial@borosil.com)

7. Telephone  
022-6740 6300

8. Website  
[www.borosil.com](http://www.borosil.com)

9. Financial year for which reporting is being done  
April 01, 2023 – March 31, 2024

10. Name of the Stock Exchange(s) where shares are listed  
BSE Limited and National Stock Exchange of India Limited

11. Paid-up Capital  
INR 11,45,82,095 as of March 31, 2024

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. P.K. Kheruka, Chairman  
Email: [bl.secretarial@borosil.com](mailto:bl.secretarial@borosil.com)  
Tel: 022 67406300

Address: 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra, Kurla Complex, Bandra (East), Mumbai- 400051

13. Reporting Boundary

The disclosure in this report pertains to the standalone entity, with data primarily focused on the operational site unless otherwise specified. The operational data is also limited to the plant located in Jaipur, excluding the Bharuch plant, which has been demerged into Borosil Scientific Limited in December 2023. Therefore, the details for the current year are not comparable with previous year.

14. Name of assurance provider  
Not Applicable

15. Type of assurance obtained  
Not Applicable

## II PRODUCT / SERVICES

### 16. Details of Business Activity (accounting for 90% of the turnover)

S. No.	Description of Main Activity Group	Description of Business Activity	Percentage of turnover of the Company
1.	Manufacturing	Manufacturing- Other manufacturing activities (Business activity code – C13)	37.88%
2.	Trading	Trading- wholesale (Business activity code – G1)	59.48%
3.	Trading	Trading- Retail (Business activity code – G2)	2.64%

Details of business activities are in line with those given in Form MGT-7 (Annual Return) prescribed by MCA.





**17. Products/Services sold by the entity (accounting for 90% of the turnover):**

S. No.	Products/ Services	NIC Code	Percentage of turnover of the Entity
1.	Consumer Products	23105 and 46492	97.36%

### 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	1	6	7
International	-	-	-

**19. Market served by the entity**

## a) Number of locations

Locations	Number
National (No. of states)	28 states and 8 union territories
International (No. of countries)	26 countries



We have a pan-India presence and serve all states and union territories in India.

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

4.09%

## c) A brief on the type of customers

The Consumer Products division's portfolio includes microwavable and flameproof kitchenware, glass tumblers, Hydra insulated flasks and bottles, appliances, storage products, stainless steel cookware, pressure cookers, and Opal dinnerware. Our products primarily cater to homemakers and the mid-to-upper middle class, aged 25-45 years. The Hydra flasks and bottles are designed to be gender-neutral, appealing to young students, travelers, and office workers. Our products are distributed across India through mom-and-pop crockery stores, large retail formats, e-commerce platforms, and our own website, [www.myborosil.com](http://www.myborosil.com).

### IV EMPLOYEES

**20. Details as at the end of financial year:**

## a) Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
		(A)				
<b>Employees</b>						
1.	Permanent (D)	600	555	92%	45	8%
2.	Other than Permanent(E)	24	17	71%	7	29%
3.	<b>Total Employees (D + E)</b>	<b>624</b>	<b>572</b>	<b>92%</b>	<b>52</b>	<b>8%</b>

		Workers				
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	1822	1353	74%	469	26%
6.	<b>Total Workers (F + G)</b>	<b>1822</b>	<b>1353</b>	<b>74%</b>	<b>469</b>	<b>26%</b>

The human resources data included in the BRSR report is inclusive of all offices of Borosil Limited

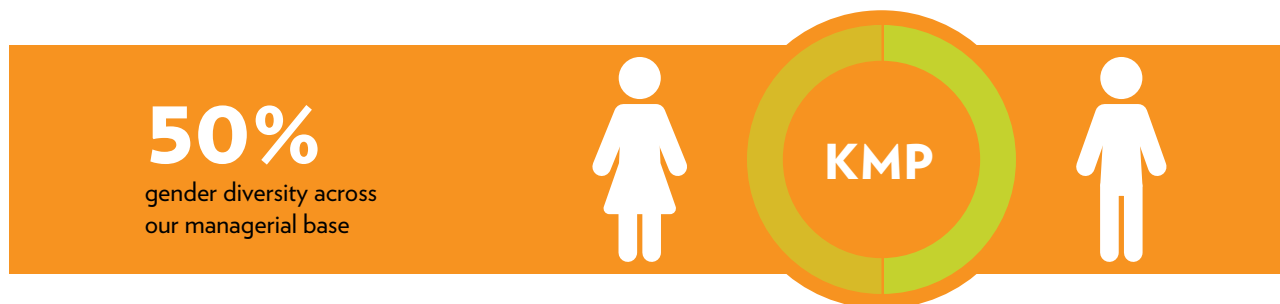


#### b) Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent(E)	-	-	-	-	-
3.	<b>Total Differently abled Employees (D + E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Differently abled Workers</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	2	2	100%	-	-
6.	<b>Total Differently abled Workers (F + G)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>-</b>	<b>-</b>

#### 21. Participation/Inclusion/Representation of Women

	Total No.(A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	1	17%
Key Management Personnel	2	1	50%


**22. Turnover rate for permanent employees and workers**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	18%	15%	14%	10%	14%	16%	16%	16%
Permanent Workers	NA	NA	NA	9%	10%	9%	5%	25%	6%

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

**23. 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 participate in the Business initiatives of the listed entity?
1.	Borosil Scientific Limited (formerly Klass Pack Limited)	Subsidiary (ceased w.e.f. December 2, 2023)	82.49%	No
2.	Borosil Technologies Limited	Subsidiary (ceased w.e.f. December 2, 2023)	100%	No
3.	Goel Scientific Glass Works Limited	Subsidiary (from April 27, 2023 and ceased w.e.f. December 2, 2023)	95.37% (through Borosil Scientific Limited)	No
4.	Acalypha Realty Limited	Subsidiary	100%	No

The Company does not have any Associate or Joint Venture Company.

## VI CSR DETAILS

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

Yes

**ii) Turnover (in ₹)**

95,734.81 lakh (as on March 31, 2023)

**iii) Net worth (in ₹)**

78,050.86 lakh (as on March 31, 2023)

## 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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes, Link to the policy: <a href="https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy-1.pdf">https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy-1.pdf</a>	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		7	0	-	17	0	-
Employees and workers		-	-	-	-	-	-
Customers		1,56,339	4,690	All pending complaints were closed in April 2024	CP: 1,32,840 SIP : 2310	CP: 103 SIP : 177	All pending complaints for CP and SIP were closed in April 2023
Value Chain Partners		-	-	-	-	-	-
Other (Please specify)	-	-	-	-	-	-	

The complaints are continuously addressed by the respective departments within the Company. The Customer Experience Team of the Consumer Products (CP) division manages complaints across all distribution channels, including Trade, B2B, and D2C. Customers can reach out to our service team through various channels such as IVR calls, Chatbot, Email, and Social Media Platforms. Social media interactions are efficiently managed using a robust ORM Management Tool, where a dedicated team responds to customer queries in real time. An escalation process is in place to prioritize and swiftly resolve any issues. Additionally, this tool offers real-time sentiment analysis and interaction classification, which are analyzed to refine processes and enhance response quality.



Shareholder complaints are promptly addressed by the Company, either directly or through the Registrar and Transfer Agent. We maintain open communication with stakeholders and actively seek their feedback to continually improve our grievance redressal services.




### 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	<b>Climate Change</b> 	R & O	<p>The Company is exposed to the physical and transitional risks associated with a changing climate. Rising temperatures and extreme weather events can disrupt our supply chain, affecting the availability and cost of raw materials, impacting production, and potentially leading to product shortages. Furthermore, stricter environmental regulations and growing consumer demand for sustainable products necessitate the company to decarbonize its operations and transition to a low-carbon business model to maintain its competitive advantage and market share. Addressing climate change is crucial for the company to mitigate financial risks, and meet the evolving expectations of investors, customers, and regulators in an increasingly climate-conscious world.</p>	<p>The Company's mitigation plan for climate change entails investing in energy-efficient technologies and renewable energy sources to reduce greenhouse gas emissions from its manufacturing processes. The Company will implement sustainable sourcing practices to ensure the resilience of its supply chain and explore the development of eco-friendly products to meet evolving consumer demands. We will also engage with stakeholders to promote climate awareness and collaborate on initiatives aimed at mitigating climate risks and transitioning towards a low-carbon, sustainable business model.</p>	<p><b>Negative:</b> It can cause increased operational costs, supply chain disruptions leading to production delays, loss of market share and revenue.</p> <p><b>Positive:</b> Adopting sustainable practices can enhance brand reputation, and operational efficiency and may attract environmentally conscious customers and investors. Furthermore, developing eco-friendly products can open new market opportunities and drive revenue growth, ensuring long-term financial resilience and profitability.</p>
2	<b>Circular Economy</b> 	O	<p>The shift towards sustainable consumption and production patterns provides the Company with a chance to enhance its brand value and customer loyalty by aligning its operations with circular economy principles. Designing products for</p>	-	<p><b>Positive:</b> Embracing circularity has the potential to bolster Company's financial performance by attracting premium-paying eco-conscious consumers, leading to increased sales and revenue. Resource optimization through</p>




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)
			<p>longevity, incorporating recycled materials, and embracing circularity fosters customer loyalty, reduces costs by optimizing resource use, and drives innovation, leading to new revenue streams and a distinct competitive advantage.</p>		<p>recycling and efficient design will trim production costs, boosting profit margins. A strengthened brand image due to sustainability efforts will cultivate customer loyalty, driving repeat business. Moreover, innovation spurred by circular principles can unlock new revenue streams.</p>
3	<p><b>Water &amp; Effluent Management</b></p> 	R	<p>Water and effluent management are particularly crucial for the Company given the demographics of its manufacturing operations. The scarcity of water resources amplifies the risk of operational disruptions and reputation damage. Effective effluent treatment is vital to prevent further strain on the already fragile ecosystem and ensure compliance with evolving regulations.</p>	<p>The Company is committed to mitigating these risks through a comprehensive approach. This includes implementing water conservation measures across its operations, investing in rainwater harvesting systems, and exploring the use of recycled water and adopting advanced effluent treatment technologies to minimize environmental impact.</p>	<p><b>Negative:</b> While Company's current wastewater recycling efforts reduce freshwater demand, the high cost of advanced treatment for industrial reuse poses a financial challenge. Balancing immediate operational needs with long-term sustainability goals necessitates exploring cost-effective solutions for managing water usage &amp; effluents effectively.</p>
4	<p><b>Energy Efficiency &amp; Management</b></p> 	O	<p>Energy efficiency and management play a crucial role in the Company's sustainability strategy. By optimizing energy consumption throughout its operations, the Company aims to achieve significant cost reductions and contribute to a greener future.</p>	-	<p><b>Positive:</b> Implementing a diversified energy strategy, including the adoption of renewable energy sources and energy-efficient technologies, presents a dual financial advantage for the Company. This will result in savings in power costs and enhanced operational stability, leading to improved profitability and long-term growth.</p>



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)
5	<b>GHG Management</b> 	R	<p>GHG management is a material issue for the Company due to the inherent carbon footprint associated with its manufacturing operations, particularly as it aims to expand production. Balancing growth with emissions reduction presents a significant challenge. Failure to address emissions could lead to reputational damage and impact the Company's long-term sustainability goals.</p>	<p>The Company plans to leverage innovation and collaboration to address its GHG emissions. We will implement energy-efficient technologies, work with partners to promote sustainability across the value chain and explore diversified energy sources. Regular monitoring and reporting will ensure transparency and drive continuous improvement.</p>	<p><b>Negative:</b> Inefficient emissions management may pose an adverse impact on financial performance. Furthermore, reputational damage stemming from a perceived lack of environmental responsibility could lead to decreased consumer confidence and loss of market share, ultimately affecting the Company's top line and bottom line.</p>
6	<b>Ecosystem &amp; Biodiversity</b> 	R	<p>As a manufacturing Company, we recognize that our operations inevitably interact with the environment. There is an intrinsic connection between our sustained success and the well-being of the ecosystems within which we function. Any potential degradation of these ecosystems, coupled with the consequential loss of biodiversity, poses a significant threat to our brand image and the resilience of our operations.</p>	<p>Company is dedicated to preserving the ecological balance and vitality of the environment where it conducts its business. We have established a process of ongoing evaluations to track and comprehend any potential influences on the environment surrounding our plant and operational locations. This helps us to pinpoint and address any adverse effects on local ecosystems, ensuring that our activities coexist harmoniously with the environment.</p>	<p><b>Negative:</b> This risk may negatively impact the Company's profitability and overall financial performance due to financial penalties for non-compliance with regulations, reduced consumer trust impacting sales, and operational costs due to resource scarcity or remediation efforts.</p>
7	<b>Product Development &amp; Innovation</b> 	○	<p>The consumer products market is undergoing a transformation, leading to a shift towards non-toxic and sustainable materials. There is a growing preference for</p>	-	<p><b>Positive:</b> The pursuit of product development and innovation can unlock substantial financial gains for the Company. The ability to introduce</p>



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)
8	<p><b>Sustainable Packaging</b></p> 	○	<p>premium, innovative, and aesthetically pleasing products that prioritize functionality. The increasing disposable incomes, evolving lifestyles, and the rise of nuclear families are driving this trend. By capitalizing on these trends through product development and innovation, the company can enhance its brand appeal, expand its customer base, and achieve sustainable growth in the long run.</p> <p>The increasing consumer preference for sustainable products and eco-friendly practices presents a valuable opportunity for the Company. This shift aligns with global efforts to reduce environmental impact and supports the Company's long-term sustainability goals. Key areas for positive impact include using recyclable or biodegradable materials, reducing packaging waste, and optimizing logistics to lower carbon emissions.</p>	-	<p>premium, innovative products allows the Company to command higher prices, boosting revenue and profit margins. Simultaneously, fulfilling evolving consumer desires can broaden Company's customer base and market presence.</p> <p><b>Positive:</b> Sustainable packaging practices result in a reduction in packaging costs, coupled with the potential for increased sales due to enhanced brand reputation and stronger customer appeal, which can contribute to improved profit margins and overall financial performance.</p>
9	<p><b>Product Quality</b></p> 	○	<p>In an increasingly competitive market, where consumer expectations for durability, functionality, and aesthetic appeal are constantly rising, the Company's commitment to superior product quality</p>	-	<p><b>Positive:</b> Enhanced product quality leads to increased customer satisfaction and brand loyalty, driving higher sales volumes and improved pricing power. This translates into revenue growth,</p>




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)
10	<p><b>Data Privacy &amp; Cyber security</b></p> 	R	<p>presents a strategic opportunity. By actively incorporating customer and stakeholder feedback, Company can continuously enhance its offerings, exceeding expectations and fostering brand loyalty.</p> <p>In an increasingly interconnected world, where consumer data is an asset, the Company faces inherent risks associated with data privacy and cyber security. Any breach or mishandling of sensitive customer information could result in significant financial losses, reputational damage, and legal repercussions. Moreover, the growing prevalence of cyberattacks poses a constant threat to Company's operational continuity and intellectual property.</p>	<p>The Company has a stringent cyber security framework and guidelines for safeguarding customer data.</p>	<p>expanded profit margins, and ultimately, enhanced long-term shareholder value for the Company.</p> <p><b>Positive:</b> The Company avoids potential financial losses from data breaches, legal penalties, and reputational damage. This enables the Company to allocate resources more efficiently towards growth initiatives and innovation, resulting in increased profitability and long-term value for all the stakeholders.</p>
11	<p><b>Human Rights</b></p> 	O	<p>Prioritizing human rights offers the Company a chance to enhance its brand reputation and achieve long-term sustainability. By ensuring fair labour practices and ethical sourcing, the Company builds trust with stakeholders. This fosters a positive work environment, attracts talent, and reduces operational risks.</p>	-	<p><b>Positive:</b> A motivated workforce, positive work environment, and ethical organization values increases productivity and contributes to improved operational efficiency and cost savings.</p>

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)
12	<b>Health, Safety &amp; Employee Well Being</b> 	R	Health and safety risks within the Company's operations pose a material concern. Accidents and hazardous exposures can lead to disruptions, increased costs, and legal issues. Neglecting employee well-being impacts morale, productivity, and turnover, affecting financial performance and brand reputation.	Building a safe and healthy workplace is vital for sustained success. The Company mitigates these risks through rigorous safety protocols, comprehensive employee training, and proactive health and wellness initiatives. Regular safety audits and risk assessments will identify potential hazards, allowing for preventive measures. Fostering a culture of safety and well-being will create a more engaged and productive workforce.	<b>Negative:</b> Health and safety issues can lead to increased costs due to accidents, compensation, and legal fees. Operational disruptions from absenteeism and low productivity impacting output and sales. Reputational damage and difficulty in attracting talent further hinder financial performance.
13	<b>Code of Conduct</b> 	O	By actively promoting adherence to our code of conduct, we can build a stronger relationship with all stakeholders. This showcases our dedication to ethical behaviour, openness, and accountability, positioning us as a trusted and principled leader in the market.	-	<b>Positive:</b> There is a strong correlation between ethical practices and performance. Code of conduct improves Company's ESG ratings, potentially attracting investment from socially responsible funds. Increased trust improves relationships with stakeholders, leading to operational efficiencies and market expansion.
14	<b>Labour Management</b> 	R	Labour management issues present a material risk for the Company. Disputes, strikes, or high turnover rates can disrupt operations, leading to production delays, increased costs, and potential damage to brand reputation. Maintaining a skilled and motivated workforce	The Company mitigates labour management risks by fostering a positive work environment, promoting open communication, and providing competitive compensation and benefits packages. The Company will invest in employee/worker development and	<b>Negative:</b> Challenges in labour management have the potential to adversely affect Company's financial performance. Events such as strikes or elevated employee turnover may cause a decline in productivity, an increase in operational

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)
15	<p><b>Diversity, Equity &amp; Inclusion</b></p> 	O	<p>is crucial for continued success, and any labour-related issues can directly impact the Company's financial performance.</p> <p>A homogenous workforce can stifle innovation and growth, limiting the Company's ability to adapt to changing market trends. It can also create challenges in attracting and retaining top talent, leading to a less skilled and non engaged workforce.</p>	<p>training programs to enhance skills and job satisfaction.</p> <p>-</p>	<p>expenses, and potential legal liabilities. Sales and diminished investor confidence, further jeopardizing the financial stability of the Company.</p> <p><b>Positive:</b> A strong commitment to Diversity, Equity, and Inclusion (DE&amp;I) can positively impact Company's financial performance. By fostering a diverse and inclusive workplace, the Company can attract and retain top talent, leading to increased innovation and productivity.</p>
16	<p><b>Talent Development, Attraction, Engagement &amp; Retention</b></p> 	R	<p>In the competitive landscape of the industry, the Company faces a material risk in talent management. The ability to attract, develop, engage, and retain skilled employees is crucial for maintaining a competitive edge. Failure to do so can result in a less capable workforce, hindering innovation, productivity, and overall business growth. To ensure continued success, the Company must prioritize talent management strategies to build a skilled and engaged workforce capable of driving the Company forward.</p>	<p>The Company mitigates these risks through a multifaceted approach. This includes competitive payouts and benefits packages, robust employee development and training programs, and fostering a positive and inclusive work culture. Additionally, the Company will prioritize transparent communication and recognition programs to enhance employee engagement and retention.</p>	<p><b>Positive :</b> Effective talent management can directly contribute to a Company's financial success. A skilled and engaged workforce leads to increased productivity, innovation, and improved customer satisfaction. These factors can drive improvement in the Company's top line &amp; bottom line.</p>

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)
17	<p><b>Customer Relation</b></p> 	O	<p>Customer relations are of paramount importance for us as it aligns with our vision of being the most customer-centric company in world. Strong customer relations represent a powerful opportunity for Company. Nurturing positive connections with customers through exceptional service and personalized experiences fosters brand loyalty, repeat business, and positive word-of-mouth.</p>	-	<p><b>Positive:</b> Strong customer relations directly contribute to the Company’s financial success. Increased brand loyalty and repeat business drive revenue growth and market share expansion. Positive word-of-mouth recommendations act as organic marketing, reducing customer acquisition costs.</p>
18	<p><b>Regulatory Issues &amp; Compliance</b></p> 	R	<p>Company recognizes that operating within legal and regulatory frameworks is not just an obligation, but a cornerstone of our business strategy. Upholding these standards safeguards our financial stability and ensures uninterrupted operations. By prioritizing compliance, we build credibility with stakeholders, protect our brand reputation, and demonstrate our commitment to responsible business practices.</p>	<p>The Company mitigates regulatory and compliance risks through a robust compliance program. This includes regular internal audits, comprehensive employee training on relevant laws and regulations, and proactive engagement with regulatory bodies. The Company has communication channels to facilitate reporting of potential compliance concerns, ensuring swift and effective corrective action.</p>	<p><b>Negative:</b> Non-compliance with regulations can have a material financial impact on the Company. This could result in hefty fines and penalties, costly legal battles, and production disruptions leading to lost revenue. Reputational damage can further erode consumer trust and investor confidence, hindering the Company’s growth and profitability.</p>



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)
19	<b>Supply Chain Management</b> 	R	<p>The effective management of Company's supply chain is crucial to mitigate risks related to raw material costs and availability, supplier reliability, and logistics efficiency. The Company must actively address product quality, workplace safety, environmental impacts, and social issues like human rights and fair compensation within its supply chain.</p>	<p>The Company mitigates supply chain risks by diversifying suppliers and reducing dependence on imports. Strengthening supplier relationships and establishing contingency plans will help manage disruptions. Strict quality control, workplace safety, and compliance with environmental and social standards will be enforced. Regular audits and continuous monitoring will ensure adherence to these measures.</p>	<p>Negative: Interruptions/disruptions in our supply chain may lead to production delays and higher operational costs which may have a direct adverse impact on the Company's financial performance.</p>

# SECTION B - MANAGEMENT AND PROCESS DISCLOSURES

Borosil Limited has implemented robust governance with strong policies and procedures to drive a cohesive approach to sustainability. We have set ambitious goals and established a solid governance framework to achieve them. By adopting key policies that place sustainability at the forefront of our long-term strategic agenda, we are committing significant resources to these initiatives. Additionally, we will establish monitoring mechanisms to track our progress and ensure we meet our objectives.



## MATERIAL TOPICS

- Code of Conduct
- Regulatory Issues & Compliance

## SUSTAINABLE DEVELOPMENT GOALS



## CAPITAL

Human Capital

Social & Relationship Capital



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. Whether your entity's									
a. policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Weblink of the policies, if available	<ol style="list-style-type: none"> <li>Code of Business Ethics <a href="https://www.borosil.com/site/assets/files/3941/bl_-_code_of_business_ethics.pdf">https://www.borosil.com/site/assets/files/3941/bl_-_code_of_business_ethics.pdf</a></li> <li>Code of Conduct for Board of Directors and Senior Management <a href="https://www.borosil.com/site/assets/files/3233/code_of_conduct_for_the_board_of_directors_and_senior_management.pdf">https://www.borosil.com/site/assets/files/3233/code_of_conduct_for_the_board_of_directors_and_senior_management.pdf</a></li> <li>Whistle Blower Policy <a href="https://www.borosil.com/site/assets/files/2653/whistle_blower_policy_nov_12_2021.pdf">https://www.borosil.com/site/assets/files/2653/whistle_blower_policy_nov_12_2021.pdf</a></li> <li>Environment, Health and Safety policy <a href="https://www.borosil.com/site/assets/files/3259/brr_-_environment_health_safety_policy.pdf">https://www.borosil.com/site/assets/files/3259/brr_-_environment_health_safety_policy.pdf</a></li> <li>ESG Policy : <a href="https://www.borosil.com/site/assets/files/4634/01_environmental_social_and_governance_esg_policy.pdf">https://www.borosil.com/site/assets/files/4634/01_environmental_social_and_governance_esg_policy.pdf</a></li> <li>Employee Welfare Policy <a href="https://www.borosil.com/site/assets/files/3255/brr_-_employees_welfare_policy.pdf">https://www.borosil.com/site/assets/files/3255/brr_-_employees_welfare_policy.pdf</a></li> <li>Prevention of Sexual Harassment Policy <a href="https://www.borosil.com/site/assets/files/5101/08-prevention_of_sexual_harassment_policy.pdf">https://www.borosil.com/site/assets/files/5101/08-prevention_of_sexual_harassment_policy.pdf</a></li> <li>Stakeholder Engagement and Grievance Redressal Policy <a href="https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy-1.pdf">https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy-1.pdf</a></li> <li>CSR Policy <a href="https://www.borosil.com/site/assets/files/4585/csr_policy_2021.pdf">https://www.borosil.com/site/assets/files/4585/csr_policy_2021.pdf</a></li> <li>Human Rights Policy <a href="https://www.borosil.com/site/assets/files/3257/brr_-_human_rights_policy.pdf">https://www.borosil.com/site/assets/files/3257/brr_-_human_rights_policy.pdf</a></li> <li>Responsible Marketing Policy <a href="https://www.borosil.com/site/assets/files/3260/borosil_limited_-_responsible_marketing_policy.pdf">https://www.borosil.com/site/assets/files/3260/borosil_limited_-_responsible_marketing_policy.pdf</a></li> <li>Policy Relating to Appointment and Remuneration for Directors and Key Managerial Personnel <a href="https://www.borosil.com/site/assets/files/3254/policy_relating_to_remuneration_for_the_directors_key_managerial_personnel_and_other_employees-1.pdf">https://www.borosil.com/site/assets/files/3254/policy_relating_to_remuneration_for_the_directors_key_managerial_personnel_and_other_employees-1.pdf</a></li> <li>Sustainable Supply Chain Policy <a href="https://www.borosil.com/site/assets/files/5087/02_sustainable_supply_chain_policy.pdf">https://www.borosil.com/site/assets/files/5087/02_sustainable_supply_chain_policy.pdf</a></li> <li>Anti-Bribery and Anti-corruption policy <a href="https://www.borosil.com/site/assets/files/5089/04_anti-bribery_and_anti-corruption_policy.pdf">https://www.borosil.com/site/assets/files/5089/04_anti-bribery_and_anti-corruption_policy.pdf</a></li> <li>Equal Opportunity, Diversity and Inclusion policy <a href="https://www.borosil.com/site/assets/files/5090/05_equal_opportunity_diversity_inclusion_policy.pdf">https://www.borosil.com/site/assets/files/5090/05_equal_opportunity_diversity_inclusion_policy.pdf</a></li> <li>Board Diversity Policy <a href="https://www.borosil.com/site/assets/files/5091/06_board_diversity_policy.pdf">https://www.borosil.com/site/assets/files/5091/06_board_diversity_policy.pdf</a></li> <li>Data Privacy Policy <a href="https://www.borosil.com/site/assets/files/5088/03_data_privacy_policy.pdf">https://www.borosil.com/site/assets/files/5088/03_data_privacy_policy.pdf</a></li> </ol>								

2. Whether the entity has translated the policy into procedures. (Yes / No) Yes Yes Yes Yes Yes Yes Yes Yes Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

Yes, the Company expects its value chain partners to adhere to the following policies in all their dealings:

- Code of Conduct for Board of Directors and Senior Management
- Whistle Blower Policy
- Environment, health and Safety policy
- ESG Policy
- Prevention of Sexual Harassment Policy
- CSR Policy
- Human Rights Policy
- Responsible Marketing Policy
- Sustainable Supply Chain Policy
- Anti-Bribery and Anti-corruption Policy
- Equal Opportunity, Diversity, and Inclusion Policy
- Data Privacy Policy

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.

- P3**
  - SA 8000:2014 (Social Accountability) Certified
  - Saber Certification for entry of consumer goods to the Saudi market
- P6**
  - Silver medal in India Green Manufacturing challenge 2020-21 recognized by International Research Institute of Manufacturing
- P8**
  - National Award for Manufacturing competitiveness 2023-24 recognized by International Research Institute of Manufacturing
- P9**
  - ISO 9001-2015 Quality Management System (QMS) certified

5. Specific commitments, goals and targets set by the entity with defined timelines, if any

- Environment**
- Carbon neutral (at operational sites) by 2040.
  - Increase water recycling to 11% over baseline of FY 2022-23 by FY 2025-26.
  - The Company is in the process of setting targets and baselines for additional installed furnaces in the coming years.
- Social**
- To maintain the gender diversity of 23.24% (permanent plus contractual staff) year on year.
- Governance**
- Develop a Code of Conduct assessment module and start recording & monitoring no. of breaches of Code of Conduct.
  - Set up an ombudsman’s office & extend its responsibility to include suppliers & customer

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

**Environment**

**Carbon footprint:**

- Achieved the reduction in Scope 1 emission of 0.32tCO<sub>2</sub>e/MT of Glass production against the target of 0.36tCO<sub>2</sub>e/MT
- Achieved the reduction in Scope 2 emission of 1.44tCO<sub>2</sub>e/MT of Glass production against the target of 1.62tCO<sub>2</sub>e/MT

**Water Recycling:**

- Achieved 41.97% of water recycling against the target of 44.17% for FY 2023-24.

Water recycling project got deferred due to technical study and design optimization.

**Social**

- Achieved 24.18% gender diversity for FY 2023-24 against the target of 23.24%.

*Environment & Social performance is measured against the targets taken for Opal Glass Furnace 1 (OG1).*

**Governance**

- Extended Code of Conduct to employees across the organisation and established preventive measures to combat breaches.

## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):

At Borosil Limited, we view ourselves as more than just a glassware manufacturing Company; we are committed to making glass an integral part of everyday life for our consumers. In our pursuit of customer centricity, we remain unwavering in our commitment to sustainability. The very essence of our manufacturing—glass—is a recyclable material crafted from abundant natural resources. We have consistently invested in energy-efficient technologies, sustainable packaging, and responsible sourcing.

We are also evolving our approach to environmental, social, and governance (ESG) targets, which are clearly reflected in our Business Responsibility & Sustainability Report. As this is an emerging field, we recognize the challenges in measuring our performance against these ambitious targets and in assessing our value chain partners.

To address these challenges, we are developing robust processes to map key performance indicators (KPIs). Recently, we introduced our Supplier Code of Conduct policy, aimed at educating and empowering our value chain partners to align with our sustainability initiatives and compliance standards.

Our commitment to sustainability is not just a responsibility—it’s a fundamental part of who we are as a Company.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):

All Corporate Policies including the Business Responsibility (BR) Policies of the Company are ingrained in day-to-day business operations of the Company and are implemented by Management at all levels. The responsibility for implementation of BR Policies of the Company is ultimately shouldered by Mr. P. K. Kheruka - Chairman of the Company.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details:

The CSR committee, a board-level committee, is responsible for reviewing the ESG policy and driving the Company’s sustainability initiatives.

Subject for review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the NGRBC policies are reviewed by the CSR Committee.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with statutory requirements of relevance to the principles of any non-compliance is done by the Audit Committee.								

Subject for review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policy review is conducted on need basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency:  
 No. However the policies are internally evaluated and undergo periodic reviews by the internal auditor and various Board committees.

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



# SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Borosil Limited has implemented robust governance with strong policies and procedures to drive a cohesive approach to sustainability. We've set ambitious goals and established a solid governance framework to achieve them. By adopting key policies that place sustainability at the forefront of our long-term strategic agenda, we are committing significant resources to these initiatives. Additionally, we will establish monitoring mechanisms to track our progress and ensure we meet our objectives.



### MATERIAL TOPICS



Code of Conduct



Regulatory Issues & Compliance

### SUSTAINABLE DEVELOPMENT GOALS



### CAPITAL

Human Capital



Social & Relationship Capital



## 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	1	Familiarisation on the Company's core values and Code of Conduct	100%
Key Managerial Persons	2	Execution of Effective Appraisal	100%
Employees other than BODs and KMPs	80	Training on warehouse management, i-Develop (Competency Based Training), Customer Service Excellence, Mentoring, Code of Conduct, Excel Training, Gyansarovar (e-library), Presentation Skills, Time Management, Communication Skills, Financial Planning for Women, Wellness Programs such as Chair Yoga, Digital Eye Strain, Winter Care, Monsoon Maladies, Behavioral, Functional.	3.5%
Workers	12	Lubrication, Safety Awareness, 5S, SAP Training for Creation and Execution of FOC, SAP PM Training, ERT & Fire Safety Training, Laser Training and CIJ Training, Basic Excel, ABP, Manpower, Productivity, Systems of Floor, Safety Awareness while working on Decal Cutting Line, Hazardous waste training.	0.03%



**100%**  
Board of Directors and KMPs covered by awareness programmes



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

Monetary	NGRBC Principle	Name of the Regulatory / Enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
----------	-----------------	---	-----------------	-------------------	---------------------------------------

Penalty/Fine

Settlement  
Compounding Fee

Not Applicable. No such fines / penalties / punishment / award / compounding fees were enforced by any regulator / law enforcement agencies /judicial institutions.

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

No such punishment / imprisonment were enforced by any regulator / law enforcement agencies /judicial institutions.

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

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

Not Applicable

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

Yes, the Company’s Anti-Bribery and Anti-Corruption Policy strictly enforces a zero-tolerance approach to any form of bribery or corruption. This policy provides clear guidance on recognizing and addressing these issues, ensuring that employees and stakeholders conduct themselves with professionalism, fairness, and the utmost integrity in all business dealings. It also details the Company’s stance on facilitation payments, gifts, political contributions, and related matters. The full policy can be accessed on the Company’s website at [https://www.borosil.com/site/assets/files/5089/04\\_anti-bribery\\_and\\_anti-corruption\\_policy.pdf](https://www.borosil.com/site/assets/files/5089/04_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	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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:**

Not applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	39.05	24.80

**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:**

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
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	-	-

Parameters	Metrics	FY 2023-24	FY 2022-23
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	11.2%	7.1%
	b. Sales (Sales to related parties / Total Sales)	0.04%	0.32%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	58.20%
	d. Investments (Investments in related parties / Total Investments made)	0.06%	38.48%

\*The company is currently upgrading its ERP system to capture the newly identified requirements for BRSR reporting and intends to include this information going forward.

## 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 training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes

The Company will soon initiate training programs for its value chain partners, following the recent rollout of its supplier code of conduct policy.

### 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:











Yes, the Company has established policies such as the Code of Conduct for Directors and Senior Management and the Policy on Related Party Transactions to avoid and manage conflicts of interest. All directors are required to disclose their interests, including directorships, shareholdings, and committee positions in any entities, partnership firms, or corporations. When a transaction or arrangement is proposed involving any such parties, only disinterested members of the Board consider and vote on the proposal, while the interested directors abstain from voting on these matters.

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

At Borosil Limited, we are committed to delivering products that not only meet the highest standards of quality but are also produced and distributed with a deep focus on sustainability and safety. We recognize the importance of minimizing our environmental impact and ensuring the well-being of all stakeholders throughout the product lifecycle. Our approach is centered on innovation, responsible resource management, and adherence to stringent safety protocols, reflecting our dedication to contributing positively to society and the environment. Additionally, we regularly engage with our customers through digital channels to highlight the benefits of choosing environmentally friendly products like glass over plastics.



## MATERIAL TOPICS

-  Climate Change
-  Energy Efficiency & Management
-  Product Development & Innovation
-  Circular Economy
-  GHG Management
-  Sustainable Packaging
-  Water & Effluent Management
-  Ecosystem & Biodiversity
-  Supply Chain management
-  Product Quality

### SUSTAINABLE DEVELOPMENT GOALS

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

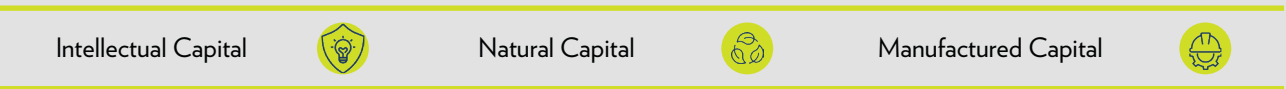
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

## CAPITAL



## 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.**

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	100%	We are continuously improving our equipments for bringing process efficiency which has direct correlation with the environmental and social impact. The expenses incurred for such matters are not bifurcated among R&D and Capex initiatives for environment and society.	We are continuously enhancing our processes and equipment to improve efficiency, which directly correlates with environmental and social impact.
Capex	18.75%	Rs. 3,44,45,000	<p>We have strategically allocated capital expenditures towards a series of initiatives designed to reduce environmental impact and focused on enhancing sustainability and community welfare. The key initiatives include:</p> <ol style="list-style-type: none"> <li>1. Installation of 8.6 MWp solar plant at a solar park, which was commissioned in December 2023. Further, we are planning to expand our solar capacity by an additional 7.2 MWp in FY 2024-25, expected to be operational by September 2024.</li> <li>2. Replaced an energy efficient mould oven in November 2023, resulting in a daily power savings of 85 kWh, and annual energy savings of 31,025 kWh. Additionally, we optimized the speed of various equipments, saving 3,000 kWh of energy daily, which translates to annual energy savings of 9,15,000 kWh.</li> <li>3. Investment in enhancing Effluent Treatment plant (ETP) and Sewage Treatment Plant (STP) Facilities with a Zero Liquid Discharge (ZLD) system, including ETP of 120 KLD capacity and STP of 80 KLD capacity (MBR based) to treat wastewater for reuse purposes in plant utilities, toilet flushing, cooling tower makeup and mold cooling spray.</li> </ol>



	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
			<p>4. Invested in Rainwater Harvesting systems to save &amp; conserve water for recharge, along with installing air-cooled compressors and chillers to reduce water consumption.</p> <p>5. Focuses on promoting zero waste to landfill approach by ensuring waste segregation at the source in our dedicated facility, facilitating recycling through authorized recyclers and implementing solutions to minimize waste generation and ensure safe disposal, contributing to a circular economy. These investments underscore our commitment to providing sustainability in our business.</p>

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

Our Company has procedures in place for sustainable sourcing. The Company’s sourcing Policy embodies a steadfast commitment to fostering sustainability across its supply chain. Anchored in the principles of ethics, transparency, and governance, the policy sets forth stringent standards for environmental stewardship, occupational health and safety, and ethical conduct. Encouraging suppliers to align with Supplier Code of Conduct, the Company advocates for practices that promote sustainability in every facet of operations.

The Company ensures sustainable sourcing of raw materials through a series of comprehensive measures. Imports are conducted exclusively through registered vendors, with rigorous inspection protocols both at the origin of dispatch and upon arrival at our plant to ensure compliance with specified contract requirements. To reduce dependency on imports, we have established a local procurement supply chain that prioritizes raw materials from Indian manufacturers, maintaining stringent contracts and quality inspections to uphold desired product standards. Transportation logistics are optimized through effective inventory management, adopting preferential procurement practices to minimize our transportation footprint. We enforce contracts and Codes of Conduct (COC) to prohibit child labour, forced labour, and other human rights violations within the supply chain, aligning with Borosil Limited’ Supplier Code of Conduct, which emphasizes environmental, social, and ethical guidelines.

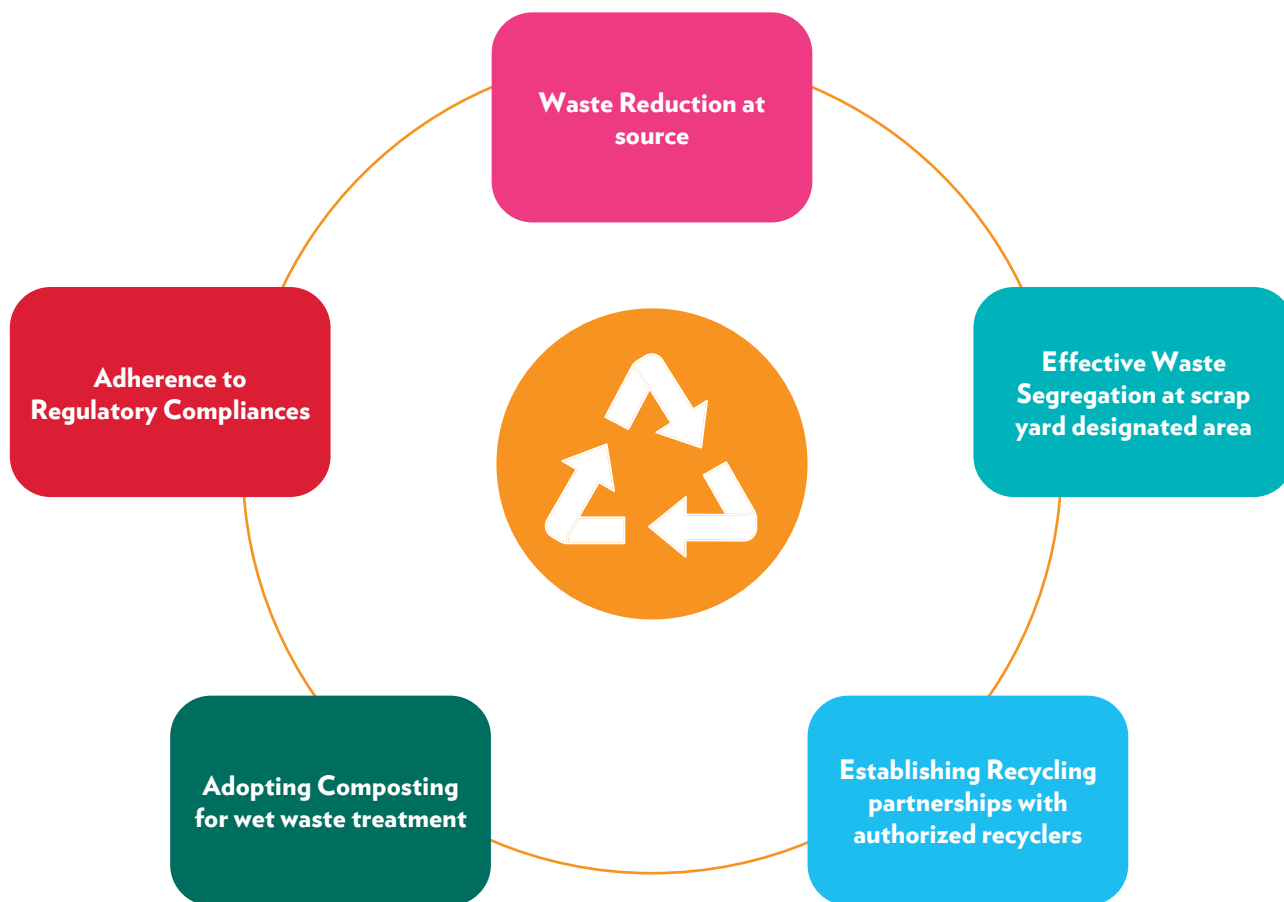
For more details, please refer to our Sustainable supply chain policy [https://www.borosil.com/site/assets/files/5087/02\\_sustainable\\_supply\\_chain\\_policy.pdf](https://www.borosil.com/site/assets/files/5087/02_sustainable_supply_chain_policy.pdf)

**(b) If yes, what percentage of inputs were sourced sustainably?**

We source input and raw material through local suppliers, MSMEs, and ISO-certified companies. In FY 2023-24, 54% of our inputs were sourced from MSMEs. Our major goods and services come from licensed and regulated vendors with whom we maintain long-term relationships.

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

At Borosil Limited, we are dedicated to adopting sustainable waste management practices that emphasize environmental responsibility and resource conservation. Our waste management policy covers a holistic strategy for handling different types of waste produced in our operations. These initiatives are designed to reduce our environmental impact, preserve resources, and promote a cleaner environment. We are focused on ongoing improvement in our waste management processes, consistently seeking innovative approaches to meet our objectives. The main components of our waste management policy include:



1.	Plastics (include Packaging)	The Company is committed to responsible plastic waste management and recycling. To accomplish this, we securely store and transport 100% of our plastic waste, ensuring it is sent to recyclers for proper recycling.
2.	E-Waste	E-waste generated in our Company is stored in designated areas and disposed of through authorized E-waste recyclers in accordance with E-waste guidelines. We maintain E-waste Generation and Disposal Records (Form 2 & 3) to monitor and ensure proper handling and processing of e-waste.
3.	Hazardous Waste	Hazardous waste management at our facilities adheres to strict protocols to ensure safety and compliance. Hazardous waste is stored in designated, isolated, and covered areas, with used liquid oil stored in sealed containers with secondary containment to prevent oil spills. The waste is labelled according to statutory requirements, and disposal occurs within 90 days of generation, following strict guidelines.  The personnels handling hazardous waste are equipped with proper Personal Protective Equipment (PPE), and supervision is stringent throughout storage and handling processes.

Waste is transported exclusively by authorized handlers approved by State Pollution Control Boards, using approved vehicles. Comprehensive records, including manifests and disposal authorizations, are diligently maintained to meet statutory guidelines.

**Types of Hazardous Waste Generated:**

- Used Oil (Category-5.1)
- Waste or Residues Containing Oil (Category-5.2)
- ETP Sludge (Category-35.3)

**4. Other Waste**

The Company is committed to its 'Zero-waste to landfill' policy, thus promoting circular economy. Some of the other waste management initiatives includes:

- Our operations achieve 100% utilization of broken/waste glass (Cullets) by reintegrating them into the manufacturing process, making it a zero-waste glass manufacturing facility.
- The wet waste (from kitchens & gardens) generated at our facilities is effectively managed and disposed of through appropriate waste management systems such as composting facility, to convert waste into manure.
- The biomedical waste generated at our plants is carefully segregated, stored, and disposed of according to regulatory guidelines, ensuring safety and environmental compliance.
- The waste generated across all our plants is sold to registered recyclers approved by the relevant government authorities, ensuring responsible recycling and disposal.
- We continuously work towards integrating circular economy principles by minimizing waste, reusing materials, and ensuring that resources are kept in use for as long as possible.

**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.**

Yes, the EPR is applicable for our business, and an appropriate waste management plan is in place in line with EPR targets. The Company has obtained EPR authorization for plastic waste from the Central Pollution Control Board (CPCB) as per the Plastic Waste Management Rules, 2016 (as amended) and Producer of the Electrical & Electronic Equipment under E-Waste (Management) Rules, 2022.

## Leadership Indicators

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

The Company intends to do Life Cycle Assessment for its products in future.

**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.**

Not applicable

**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 reused input material to total material	
	FY 2023-24	FY 2022-23
<b>Recycle</b>	NA	NA
<b>Reused Cullet</b>	19.36%	19.76%

**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:**

Indicate Input Material	FY 2023-24			FY 2022-23		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics waste (including packaging)	-	138.30	-	-	80.30	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	5.58	-	0.40	12.11
Other waste	-	2,362.18	-	-	1,611.80	-

The data encompasses all operational sites, corporate office, and sales offices across the organization.

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



Not available

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

At Borosil Limited, we view our human resources as a vital asset in fostering sustainable and responsible business practices. We are committed to treating our employees and workers, both within our organization and across our value chains, with fairness and respect, prioritizing their health and safety. We ensure equal opportunities, fair working conditions and compensation, and provide avenues for career development and progression, all aimed at enhancing overall employee well-being. Our objective is to cultivate 'future-ready' leaders who are aligned with our principles of responsibility and sustainability.



## MATERIAL TOPICS

-  Health, Safety & Well being
-  Energy Efficiency & Management
-  Product Development & Innovation
-  Diversity, Equity & Inclusion
-  GHG Management
-  Sustainable Packaging
-  Water & Effluent Management
-  Ecosystem & Biodiversity
-  Supply Chain management

## SUSTAINABLE DEVELOPMENT GOALS



## CAPITAL

Human Capital



## Essential Indicators

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

% of Employees Covered by											
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)
<b>Permanent Employees</b>											
Male	555	555	100%	555	100%	NA	NA	-	-	555	100%
Female	45	45	100%	45	100%	45	100%	NA	NA	45	100%
<b>Total</b>	<b>600</b>	<b>600</b>	<b>100%</b>	<b>600</b>	<b>100%</b>	<b>45</b>	<b>8%</b>	-	-	<b>600</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	17	2	12%	2	12%	NA	NA	-	-	17	100%
Female	7	-	-	-	-	7	100%	NA	NA	7	100%
<b>Total</b>	<b>24</b>	<b>2</b>	<b>8%</b>	<b>2</b>	<b>8%</b>	<b>7</b>	<b>29%</b>	-	-	<b>24</b>	<b>100%</b>

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

% of Workers Covered by											
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)
<b>Permanent Workers</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent Workers</b>											
Male	1353	1353	100%	1353	100%	NA	NA	-	-	1353	100%
Female	469	469	100%	469	100%	469	100%	NA	NA	469	100%
<b>Total</b>	<b>1822</b>	<b>1822</b>	<b>100%</b>	<b>1822</b>	<b>100%</b>	<b>469</b>	<b>26%</b>	-	-	<b>1822</b>	<b>100%</b>



## BOROSIL

extends insurance and allied benefits to

**100%**  
of permanent employees

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):**

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.08%	0.12%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	100%	Yes
Gratuity	100%	NA	Yes	100%	100%	Yes
ESI	1.00%	NA	Yes	0.84%	-	Yes

\*Only permanent employees are covered under Retirement benefits. Fixed period trainees, retainers and other than permanent workers are not included in the retirement benefits.

**3. Accessibility of workplaces:**
**Are the premises / offices of the entity accessible to differently abled employees, 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.**

The Company's facilities are well-equipped for differently-abled employees and workers. We are continually working to improve our infrastructure to enhance accessibility for all.

**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.**

The Company believes in equal rights of all individuals regardless of race, colour, national, origin, religion, caste, gender, age, sexual orientation, marital status, medical condition, disability or any other characteristic or status that is legally protected. The Company's policy on Equal Opportunity, Diversity and Inclusion is available on Company's website at [https://www.borosil.com/site/assets/files/5090/05\\_equal\\_opportunity\\_diversity\\_inclusion\\_policy.pdf](https://www.borosil.com/site/assets/files/5090/05_equal_opportunity_diversity_inclusion_policy.pdf)

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

	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA



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

Category	Yes/No (If yes, then give details of mechanism in brief)
Permanent employee	<p>1. Yes, We have implemented a strong Grievance Redressal Mechanism for our employees and workers. The designated grievance point of contact is outlined in our Stakeholder Engagement Policy. Our goal is to foster open and structured discussions on work-related grievances, ensuring they are addressed fairly and in accordance with the Company’s policies. We promote an open-door culture that encourages the amicable and equitable resolution of issues. Employees are encouraged to initially discuss their concerns with their immediate supervisor to seek a resolution before resorting to the formal grievance process.</p> <p>2. Grievance Redressal Committee : We also have a grievance redressal Committee and we provide a transparent process for resolving employee complaints within a stipulated period of timeline and ensure their complaints get resolved.</p> <p>3. Grievance Tracker- At our Jaipur plant, we maintain a Grievance register where our employees mention their complaints and the committee provides the solution with a prompt response.</p>
Other than Permanent employee	
Permanent workers	
Other than Permanent Workers	

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

Category	FY 2023-24			FY 2022-23		
	Total employees /workers in respective category (A)	No. of employees / workers in respective category, who are part of as-sociation(s) or Union (B)	% (B/A)	Total employees /workers in respective category (C)	No. of employees / workers in respective category, who are part of as-sociation(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	Not Applicable			Not Applicable		
Male						
Female						
<b>Total Permanent Workers</b>	Not Applicable			Not Applicable		
Male						
Female						

**8. Details of training given to employees and workers:**

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
<b>Employees</b>										
Male	572	116	20%	455	80%	684	257	38%	201	29%
Female	52	29	56%	38	73%	60	2	3%	13	22%
<b>Total</b>	<b>624</b>	<b>145</b>	<b>23%</b>	<b>493</b>	<b>79%</b>	<b>744</b>	<b>259</b>	<b>35%</b>	<b>214</b>	<b>29%</b>
<b>Workers</b>										
Male	1353	30	2%	17	1%	1593	807	51%	909	57%
Female	469	22	5%	306	65%	528	78	15%	379	72%
<b>Total</b>	<b>1822</b>	<b>52</b>	<b>3%</b>	<b>323</b>	<b>18%</b>	<b>2121</b>	<b>885</b>	<b>42%</b>	<b>1288</b>	<b>61%</b>


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

We have established a robust procedure to ensure fair and impartial performance appraisals for both employees and workers. The process commences with each employee conducting a self-evaluation against the set KRA/KPIs, which are determined at the beginning of the year. Subsequently, their reporting manager and respective heads of departments assess their performance during the specified period.

The newly joined employees, trainees and workers are not subject to this performance appraisal process. The Permanent workers undergo appraisals under the performance and career review process, whereas non-permanent workers are evaluated under wage settlement procedures.

The details of the performance and career development reviews for employees are provided below:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
<b>Employees</b>						
Male	555	370	67%	684	516	75%
Female	45	30	67%	60	50	83%
<b>Total</b>	<b>600</b>	<b>400</b>	<b>67%</b>	<b>744</b>	<b>566</b>	<b>76%</b>
<b>Workers</b>						
Male	NA	NA	NA	127	124	98%
Female	NA	NA	NA	10	8	80%
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>137</b>	<b>132</b>	<b>96%</b>

**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 of such system?**

The Company has implemented Occupational Health and Safety Management System across all its plants, which are certified with SA 8000:2014 . Fire safety measures, including fire and smoke detectors, extinguishers, and sprinklers, are installed throughout the premises and regularly maintained under existing contracts. Routine fire drills are conducted to create fire safety awareness. Drinking water is tested every six months by accredited laboratories, and air quality checks are performed annually. Each plant is equipped with first aid kits, wheelchairs, and foldable stretchers for emergencies. Emergency contact numbers for police, ambulance services, hospitals, and building management are prominently displayed at every workstation.



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

The Company has a comprehensive system in place to routinely identify work-related hazards and assess risks. For routine activities, a Hazard Identification and Risk Assessment (HIRA) system is applied across all processes. Non-routine activities are managed through a work permit system, with risk assessments conducted before beginning any task. These assessments involve identifying risks during shop floor visits by safety teams, conducting daily briefings, and holding periodic meetings with employees and workers to gather their feedback. Employees at each facility are actively engaged in the identification and mitigation of work-related hazards.

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

Yes, the Company has system in place to report workplace hazard and all employees are empowered to remove themselves from the risk through it.

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

Yes, the Company operates 24/7 Occupational Health Centres at all its plants, staffed with qualified medical and paramedical professionals, providing first aid and daily healthcare to all employees. Additionally, employees have access to adequate hospitalization support. The Company regularly issues e-wellness communications to promote health awareness and offers an annual health check-up facility, which includes coverage for both employees and their spouses. To further support individual well-being, the Company provides access to counselling services and Health & Lifestyle Risk Assessments.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.4
	Workers*	0.18	-
Total recordable work-related injuries	Employees	-	1
	Workers	1	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

\*including in the contract workforce

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

Ensuring a safe and healthy work environment is the prime responsibility of the Company. Following are some of the measures taken to ensure safe and healthy workplace:

**a. Training and Education:** Employees are made aware about the risks and hazards in their workplace and how to avoid them. Regular training and education programs are conducted so that employees stay informed and safe.

**b. Safety Inspections and Audit:** Various safety audits and inspections are carried out at regular intervals to avoid unwanted accidents.

**c. Personal protective equipment (PPE):** Depending on the nature of the work being performed PPE kits such as helmets, gloves, safety glasses, or respirators are provided to ensure proper protection of employees.

**d. To control the exposure to the hazards at workplace, the Company has adopted following strategies:**

**Hierarchy of Control Strategy**

- i. Elimination
- ii. Substitution
- iii. Engineering Control
- iv. Administrative Control
- v. Personal Protective Equipment



**e. Regular safety audit of plant from external agencies**

Safety audits are a fundamental component of maintaining a safe and efficient manufacturing environment. Safety Audit as per IS 14489 :2018 are conducted on every two years apart from that various type of safety audits i.e. Fire Safety Audit, HAZOP & Risk Assessment also conducted by external agencies.

**f. HIRA/JSA/On Job training of Employees**

HIRA (Hazard Identification and Risk Assessment) is a comprehensive process to identify the hazards involved in the processes & operations and estimated risk intensity and provide a mitigation plan to reduce the risk based on estimated risk intensity. HIRA is available for plant processes & safety and it is reviewed by the team in a periodic interval. On job training programs are conducted to enhance the employees awareness on operations & process hazards, safety precautions and working methods.

**g. Work Permit System for monitoring of critical activities**

Permit to Work (PTW) system is a process to keep workers safe during hazardous and non-standard operations. Various types of work permits are issued for the safe execution of work (i.e. height work, hot work, general work, electrical work, confined space work). This is continuously monitored by the process owners, maintenance and EHS department.

**h. HAZOP of critical areas.**

The procedure used for carrying out the HAZOP study to identify the potential hazardous situation to determine the vulnerable zones and suggest mitigating measures to reduce the damage, considering all aspects of the facilities.

In addition, the Company has established a dedicated plant safety committee, conducts frequent mock drills, and organizes motivational programs such as National Safety Week celebrations.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
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.**

Internal audits are done on regular basis for safety related parameters in our premises and the corrective actions are taken basis the findings of the reports. Our Plant is SA 8000:2014 certified, and we have taken target for having zero incidents at our premises. Regular mock drills and hazard trainings are conducted to train the employees and workers. Emergency response team is formed to handle any emergency in the premises and necessary basic trainings related to first -aid, firefighting, etc. are given on regular basis to the employees and workers at shop floor. Employee awareness sessions on safety and other relevant hazards are also conducted twice a year.

Corrective action taken against the accident happened as the worker’s finger got fractured during cleaning the batch charger and roller

1. Cleaning method changed from running to delay stop time (Batch loading time at parking position).
2. Awareness training given on revised SOP for roller part cleaning.
3. Frequency of checking the health of Safety Interlocking guard and Limit Switch with Pull Cord device as a preventive measure.

**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).**

Employees

Yes

Workers

Yes

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

The Company promotes and encourages its value chain partners to ensure the timely deposit of their statutory dues.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

**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)**

Yes, the Company offers training and transition assistance programs to support continued employability and ensure a smooth transition for employees as they approach retirement or employment termination.

**5. Details on assessment of value chain partners:**

The Company is in the process of rolling out its Supplier Code of Conduct Policy to its value chain partners and intends to capture data from its value chain partners following the glide path suggested by the regulator.

	% 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.**

Not Applicable

# Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders

Borsil Limited recognizes the vital role stakeholders play in the business and is committed to creating value through effective communication and engagement. Our Stakeholder Engagement and Grievance Redressal Policy has been established to formalize our interactions with stakeholders and manage their grievances, helping to minimize social and operational risks to our business.



## MATERIAL TOPICS

- Customer Relation
- Code of Conduct
- Health, Safety, and Employee Well-being
- Human Rights
- Climate Change

**SUSTAINABLE DEVELOPMENT GOALS**

## CAPITAL













## Essential Indicators

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

The Company identifies its key stakeholders as those impacted by its activities, products, and services, as well as those whose actions could influence our business now and in the future. We place special emphasis on recognizing disadvantaged, vulnerable, and marginalized individuals as a distinct stakeholder group, ensuring their interests are thoughtfully considered in all high-level strategic decisions of the Company.

### 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
<b>External</b>				
<b>Customers</b> 	No	We engage with our customers through channel partners or directly via Email, pamphlets, websites, exhibitions and social media.	On Continual basis	Promotion of Products, Follow-up on Leads and Opportunities, Information Collection, Complaint Handling and taking feedbacks.
<b>Value Chain Partners</b> 	No	Email, vendor meets and annual conferences.	On Continual basis	For seamless business operations and effective commercial management.
<b>Shareholders</b> 	No	Regular updates to shareholders through Earnings Conference, E-mails , Annual Report, Newspapers	Annual / Periodic	To keep them updated about the Company and its performance.
<b>Government &amp; Regulators</b> 	No	Through Associations	Need Basis	To convey industry challenges and be the driver of the changes.
<b>Communities</b> 	Yes, the children and women are recognized as disadvantaged, vulnerable and marginalized.	The Company’s CSR initiatives help in engaging with disadvantaged, vulnerable and marginalized stakeholders.	On Continual basis	To understand the need of these vulnerable and marginalized group and to provide them necessary support to meet their requirements.

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
<b>Associations</b> 	No	Participation in annual conferences and consultations.	Annually / Periodic basis	To interact with peers and to collaborate on challenges faced by industry and find out reasonable solutions.
<b>Internal</b>				
<b>Employees</b> 	No	Employee surveys, interaction through newsletters, performance management systems, trainings, communication sessions (town hall meetings)	On Continual basis	To communicate important decisions, take their inputs on improving systems, processes and productivity.
<b>Leadership</b> 	No	Regular update to Board and leadership through Board meeting and familiarization programs.	On Continual basis	To take decision on future strategies and growth of the Company.

## Leadership Indicators

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

The Company firmly believes that engaging with stakeholders is essential for the effective implementation of sustainability initiatives. Therefore, stakeholder involvement is central to our decision-making on ESG topics. We conduct materiality assessment in collaboration with key stakeholders, including customers, investors, employees, and suppliers, through direct interactions and surveys. The identified critical issues in the areas of Environment, Social, and Governance are thoroughly analyzed, and the feedback is presented to the Board of Directors.

**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.**

The Company regularly conducts materiality assessments on newly identified topics in collaboration with stakeholders. The stakeholder results are then analyzed and presented to the Board and senior management, depending on the assessed level of risk.

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

The Company is actively involved in supporting vulnerable and marginalized stakeholder groups, such as women, children, and underprivileged youth, through its Corporate Social Responsibility (CSR) programs facilitated by Implementing Agencies.

The **Inspire Institute of Sport (IIS)** is a high-performance training center dedicated to mentoring India's most promising athletes, particularly those from vulnerable and marginalized communities who lack access to world-class infrastructure and training. This initiative focuses on nurturing talent by providing comprehensive support to athletes, ensuring they can reach their full potential.



As part of this program, IIS ensures the preparation of four nutritious daily meals for over 250 athletes in the cafeteria, with costs covered for all food and beverage consumables. The institute also secures the expertise of both on-campus and consultant nutritionists, alongside skilled kitchen professionals and chefs, to maintain high standards in meal preparation. Additionally, IIS upholds the cafeteria's hygiene and cleanliness, covering the maintenance and upkeep of kitchen and dining facilities, including equipment, furniture, and power needs, ensuring a safe and supportive environment for the athletes.

Through **Project Adopt-A-Wish**, Children from poor underprivileged families, battling critical illnesses and enduring prolonged stays in solitary hospital rooms, were counselled during moments of despair and medication fatigue to express their deepest desires and were provided with educational support through digital tools, which enabled them to pursue their studies despite the circumstances. Grant of Wish Gift served as a preventive healthcare measures, fostering hope in these children and motivating them to undergo medical treatments with resolve and complete their prescribed medications.

The **Milk Distribution to Needy Patients Program** facilitated the distribution of milk to patients in the Gynaecology, Orthopaedic, and Surgical wards, as well as to Patients at the Government Hospital in Bharuch, Gujarat.

The **Indian Cancer Society** through its Project Satark, organised community awareness sessions across Goa, focusing on oral and cervical cancer. These sessions have transformed the mindset of vulnerable and marginalized communities, who once regarded cancer as a taboo subject. Through this outreach program, they are now empowered with the knowledge to take preventive measures and seek timely care, marking a significant step towards safeguarding their health and well-being.







One such initiative, **Project SAFAL**, was dedicated to provide skill training and career guidance to underprivileged youth. The participants received computer training, tools to enhance their communication skills, and career guidance to pursue suitable livelihood opportunities. Through the Women's Craft Centre (Handicraft & Tailoring Unit), underprivileged women were empowered to achieve economic independence. They were taught stitching techniques and given skill training in handicrafts, enabling them to become economically independent.

# Principle 5 - Businesses should respect and promote human rights

At Borosil Limited, we recognize that our human resources is a crucial factor in achieving our organizational goals, and we are committed to nurturing and developing our people. We believe that businesses must operate in a manner that respects and upholds the inherent rights and entitlements of all individuals, without discrimination. Every employee at Borosil is responsible for adhering to our policies as well as applicable laws and regulations. Our core objective is to prioritize health and safety, uphold human rights, and foster diversity, equity, and inclusion within the Company.




## MATERIAL TOPICS


-  Human Rights
-  Labour Management
-  Code of Conduct
-  Diversity, Equity & Inclusion
-  Health, Safety & Employee Well Being
-  Talent Development, Attraction Engagement & Retention


## SUSTAINABLE DEVELOPMENT GOALS



## CAPITAL

Human Capital 

Social & Relationship Capital 

Financial Capital 



## 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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	600	327	55%	744	-	-
Other than permanent	24	-	-	39	-	-
<b>Total Employees</b>	<b>624</b>	<b>327</b>	<b>52%</b>	<b>783</b>	-	-
<b>Workers</b>						
Permanent	-	-	-	137	-	-
Other than permanent	1822	-	-	1984	-	-
<b>Total Workers</b>	<b>1822</b>	-	-	<b>2121</b>	-	-

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

All the workers are paid in compliance with the Minimum Wages Act, 1948. Additional perks and benefits like food allowances are provided to them in addition. Our employees are paid as per industry standards and do not fall in the hourly wages category.

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	555	-	-	555	100%	684	-	-	684	100%
Female	45	-	-	45	100%	60	-	-	60	100%
<b>Other than Permanent</b>										
Male	17	-	-	17	100%	29	-	-	29	100%
Female	7	-	-	7	100%	10	-	-	10	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	NA	NA	NA	NA	NA	127	-	-	127	100%
Female	NA	NA	NA	NA	NA	10	-	-	10	100%
<b>Other than Permanent</b>										
Male	1353	-	-	1353	100%	1466	1112	76%	354	24%
Female	469	-	-	469	100%	518	505	97%	13	3%



**100%**

of our employees and workers were paid more than minimum wages during the reporting period

**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)	5	27,10,000	1	26,75,000
Key Managerial Personnel	1	66,70,729	1	70,75,676
Employees other than BOD and KMP	569	6,60,836	51	10,27,620
Workers	1353	1,71,185	469	1,52,205

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	10.1%	8.14%

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

Yes, focus on human rights consideration has been an integral part of the Company and the Human Resource Department is responsible for addressing human rights issues.

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

We have a comprehensive Human Rights Policy that applies to all employees of Borosil, including our business associates. The Company expects that all entities we engage with and conduct business with adhere to the principles outlined in this policy. The Management, in collaboration with other functions and committees, oversees the implementation of this policy. Their responsibilities include ensuring that adequate mechanisms are in place for stakeholders to report grievances and taking appropriate action against those who violate the principles of this policy. Details for lodging grievances can be found in our Stakeholder Engagement and Grievance Redressal Policy.

The Company's Human rights policy is available at [https://www.borosil.com/site/assets/files/3257/brr\\_-\\_human\\_rights\\_policy.pdf](https://www.borosil.com/site/assets/files/3257/brr_-_human_rights_policy.pdf) and the Stakeholder Engagement and Grievance Redressal Policy is available at [https://www.borosil.com/site/assets/files/5092/07\\_stakeholder\\_engagement\\_and\\_grievance\\_%20redressal\\_policy.pdf](https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_%20redressal_policy.pdf).

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

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



No

complaints were filed by employees or workers regarding human rights violations or sexual harassment 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	FY 2022-23
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 employees / workers	-	-
Complaints on POSH upheld	-	-



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

We have implemented a comprehensive Whistleblower Policy, allowing both employees and business associates to file complaints under “protected disclosures” as outlined in the policy. These disclosures include both oral and written reports of any unethical or improper activity. For particularly severe violations, we also provide an anonymous complaint channel.

In addition, we have separate policy addressing the Prevention of Sexual Harassment (PoSH). The policy include mechanisms for registering complaints, with protections against retaliatory actions. In cases of sexual harassment, disciplinary actions may be taken if confidentiality is breached.

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

Yes, we have a Human Rights policy, which is publicly available on our website. We are committed to ensuring that our operations and entire value chain is free from any form of human rights violations.

**10. Assessments for the year:**

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



**Assessment of**  
**100%**  
of our plant & offices

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

Not Applicable, as we have not come across any significant concerns from the assessment conducted at our plant and offices.

**Leadership Indicators**

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

We have not encountered any concern requiring a change in our business processes as a result of addressing human rights grievances / complaints.

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

We are in the process of setting up an annual Human rights due diligence process which will be extended to our value chain partners as well.

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

Yes, the Company’s facilities are well-equipped for differently-abled employees and workers. We are continually working to improve our infrastructure to enhance accessibility for all.

**4. Details on assessment of value chain partners for human rights.**

The Company is dedicated to continually educating value chain partners about the need to abide by all applicable labour and employment laws and regulations, including those pertaining to gender diversity, human rights, child labour, wages, working hours, bribery & corruption, occupational health, safety, and the environment. The Company intends to introduce formal assessment of its value chain partners on human rights issues in coming years.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	-
Discrimination at workplace	-
Child Labour	-
Forced/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**

Not Applicable

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

At Borosil Limited, we are deeply committed to respecting and protecting the environment. We recognize our responsibility to operate in harmony with nature, and we continuously strive to minimize our ecological footprint. Our efforts are directed towards not only reducing the environmental impact of our operations but also actively restoring and rejuvenating the ecosystems we interact with. Through sustainable practices, innovative technologies, and collaborative initiatives, we aim to contribute to the preservation of natural resources and the long-term health of our planet.



## MATERIAL TOPICS

-  Climate Change
-  Energy Efficiency & Management
-  Product Development & Innovation
-  Circular Economy
-  GHG Management
-  Sustainable Packaging
-  Water & Effluent Management
-  Ecosystem & Biodiversity
-  Supply Chain management

**SUSTAINABLE DEVELOPMENT GOALS**

## CAPITAL

Natural Capital



Social & Relationship Capital



Value Chain Partners



Communities



**STAKEHOLDERS**

## Essential Indicators

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

Parameter	FY 2023-24*	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	18,683.48	5,517.45
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>18,683.48</b>	<b>5,517.45</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,94,858.59	1,31,229.17
Total fuel consumption (E)	85,153.36	1,31,006.56
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,80,011.94</b>	<b>2,62,235.73</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>2,98,695.42</b>	<b>2,67,720.01</b>
<b>Energy intensity per rupee of turnover (in GJ/ ₹ )</b> (Total energy consumed / Revenue from operations)	$3.17 \times 10^{-05}$	$2.80 \times 10^{-05}$
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (in GJ/\$)**</b> (Total energy consumed / Revenue from operations adjusted for PPP)	$6.40 \times 10^{-04}$	$5.86 \times 10^{-04}$

\*The data encompasses all operational sites, corporate office, and sales office across the organization.

\*\*The PPP conversion factor has been referenced from World Development Indicators database, World Bank <https://data.worldbank.org/indicator/PA.NUS.PPP>

### Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

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

We are not a designated consumer under the PAT scheme of the Government of India.

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

Parameter	FY 2023-24*	FY 2022-23
<b>Water withdrawal by source (in kilolitres) *</b>		
(i) Surface water	-	--
(ii) Groundwater	77,021.34	69,261.31
(iii) Third party water	72.98	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>77,094.32</b>	<b>69,261.31</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>77,094.32</b>	<b>75,609.31</b>
<b>Water intensity per rupee of turnover (in KL/ ₹ )</b> (Total water consumption / Revenue from operations)	<b>8.18 x 10<sup>-06</sup></b>	<b>7.90 x 10<sup>-06</sup></b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (in KL/\$)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>1.65 x 10<sup>-04</sup></b>	<b>1.66 x 10<sup>-04</sup></b>

\*The data encompasses all operational sites, corporate office, and sales office across the organization.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Yes

Yes, the independent assessments have been conducted for the Company by Semac for the OG2 Rain Water Harvesting System, NEER for the OG1 Rain Water Harvesting System, and the Ground Water & Mineral Investigation Consultancy Centre Pvt. Ltd. for a groundwater study.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

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

No

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

The Company is deeply committed to environmental sustainability and has instituted a comprehensive Zero Liquid Discharge (ZLD) policy to meticulously manage its wastewater effluent. Under this policy, the raw influent generated from our plant undergoes stringent treatment processes to ensure that no liquid waste is discharged into the environment without any treatment. Our advanced effluent treatment plant (ETP) which commences with chemical treatment to neutralize and eliminate contaminants, followed by biological treatment to further degrade organic matter.



The effluent then undergoes tertiary treatment stages, including dual media filtration, & activated carbon filtration (ACF), ensuring the highest level of purification. Subsequently, the treated water undergoes additional polishing through ultrafiltration and reverse osmosis (RO) at three stages to meet stringent quality standards.



Once treated, the water is seamlessly integrated back into our operations for various processes, including cooling towers, chiller units, and forming machine cooling, effectively closing the loop on water consumption. With a robust capacity of 120 kiloliters per day (KLD), our ZLD system exemplifies our unwavering commitment to environmental stewardship.

Additionally, complementing our ZLD system, we have an 80 KLD Sewage Treatment Plant based on Membrane Bioreactor (MBR) technology for wastewater from toilets and bathrooms, which is reused in garden irrigation and toilet flushing. This holistic approach not only reduces the burden on groundwater extraction but also promotes water recycling, aligning with achieving Sustainable Development Goal 6 (SDG6). Through these initiatives, the Company continues to lead by example in environmental responsibility and sustainability.

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

Parameters	Please specify unit	FY 2023-24*	FY 2022-23**
NO <sub>x</sub>	Kg	2,229.07	1,369.86
SO <sub>x</sub>	Kg	296.73	171.29
Particulate matter (PM10)	µg/m <sup>3</sup>	97.51	68.9
Particulate matter (PM2.5)	µg/m <sup>3</sup>	57.73	
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	30.21	29.5
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify (Carbon Monoxide)	mg/Nm <sup>3</sup>	1.40	1.40

\*This data is captured only from operational sites.

\*\* Previous year data is reported for only “Jaipur plant”.

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 assessments have been carried out by Asia Enviro Laboratory.

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

Parameters	Unit	FY 2023-24*	FY 2022-23
<b>Total Scope 1 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Tonnes of CO <sub>2</sub> equivalent	9,562.17	8,121.58
<b>Total Scope 2 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Tonnes of CO <sub>2</sub> equivalent	38,430.44	28,737.28
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<b>Tonnes of CO<sub>2</sub> equivalent / ₹</b>	<b>5.09 x 10<sup>-06</sup></b>	<b>3.85 x 10<sup>-06</sup></b>



Parameters	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<b>Tonnes of CO2 equivalent / \$</b>	<b>1.03 X 10<sup>-04</sup></b>	<b>8.07 x 10<sup>-05</sup></b>

\*The data encompasses all operational sites, corporate office, and sales office across the organization.

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

No

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

The Company has implemented several initiatives to reduce greenhouse gas emissions through solar power installations and energy efficiency measures. In March 2021, the Company installed a 1 MWp rooftop solar plant on a warehouse within its premises, which directly reduces the reliance on grid power. Additionally, an 8.6 MWp (6.5 MW AC) ground-mounted solar captive plant was set up at the Gajner, Bikaner solar park, beginning operations in December 2023. We are further expanding with a 7.2 MWp (5 MW AC) ground-mounted solar plant currently under installation and commissioning, expected to start generating power by September 2024 or earlier.



These initiatives are designed to significantly reduce our energy consumption, resulting in substantial energy savings and a reduction in greenhouse gas (GHG) emissions. Through these efforts, we are strengthening our commitment to environmental sustainability, reducing our carbon footprint, and working towards achieving our carbon neutrality goal by 2040.

To advance our sustainability goals, we have also undertaken several energy efficiency initiatives. These include expanding LED lighting across our facilities, replacing outdated devices with more energy-efficient alternatives, and upgrading compressors to more modern and efficient models. In November 2023, we replaced an old mold oven with an energy-efficient model, resulting in daily power savings of 85 kWh and annual energy savings of 31,025 kWh. We also optimized process parameters of various equipments, achieving daily energy savings of 3,000 kWh, which translates to annual savings of 9,15,000 kWh. Furthermore, we utilized waste heat from online tempering for water heating in the Opal Glass Furnace-2 decoration process, leading to annual energy savings of 11,520 kWh.

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

Parameter	FY 2023-24*	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	138.30	98.04
E-waste (B)	-	1.91
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	19.76
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any.(G)	5.58	250.41
Other Non-hazardous waste generated (H).	2,362.18	2,638.35
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2,506.07</b>	<b>3,008.47</b>
<b>Waste intensity per rupee of turnover (in MT/ ₹ )</b> (Total waste generated / Revenue from operations)	<b>2.66 x 10<sup>-07</sup></b>	<b>3.14 x 10<sup>-07</sup></b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/\$)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>5.38 x 10<sup>-06</sup></b>	<b>6.59 x 10<sup>-06</sup></b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	2,500.18	1,692.50
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>2,500.18</b>	<b>1,692.50</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	5.58	12.11
(ii) Landfilling	-	236.51
(iii) Other disposal operations	0.31	1,067.30
<b>Total</b>	<b>5.89</b>	<b>1,315.92</b>

\*The data encompasses all operational sites, corporate office, and sales offices across the organization

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

No

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

The Company is dedicated to effective waste management practices across all our establishments. Our waste management policy emphasizes the reduction, reuse, and recycling of waste materials to minimize environmental impact. We have implemented comprehensive strategies to reduce the usage of hazardous and toxic chemicals in both our products and manufacturing processes. This includes stringent selection criteria for raw materials and suppliers, favouring non-toxic alternatives wherever possible. Additionally, we have established protocols for the safe handling, storage, and disposal of hazardous chemicals to ensure compliance with regulatory standards and prevent environmental contamination. Our waste management practices encompass segregation at the source, and responsible disposal methods. By prioritizing sustainability and environmental stewardship, the Company remains committed to minimizing its ecological footprint and promoting a cleaner, greener future.

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

Not applicable, as our factory and offices are not situated in or near ecologically sensitive areas, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones, where environmental approvals or clearances would be necessary.

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

In the current FY, no EIA has been undertaken by the company.

**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:**

The Company ensures full compliance with relevant environmental laws, regulations, and guidelines, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act, along with their respective rules and regulations.

## Leadership Indicators

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:**

**(i) Name of the area:**

Jaipur, Rajasthan

**(ii) Nature of operations:**

Glass Manufacturing operations

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	77,021.34	47,603.31
(iii) Third party water	-	-

Parameter	FY 2023-24*	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	77,021.34	47,603.31
<b>Total volume of water consumption (in kilolitres)</b>	77,021.34	47,603.31
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>8.17 x 10<sup>-06</sup></b>	<b>4.97 x 10<sup>-06</sup></b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

\*The data encompasses all operational sites, corporate office, and sales offices across the organization

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

No

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

Parameters	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</b>	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>	Metric tonnes of CO <sub>2</sub> equivalent/ INR	-	-

\* The Company has not ascertained Scope 3 emissions for the current year but is actively implementing systems to record these emissions in the coming years.

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

Not Applicable

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of Renewable energy measures	<p>(a) Rooftop Solar Plant: A 1 MWp rooftop solar plant was installed in March 2021 in a warehouse within the premises, directly reducing grid power consumption based on solar generation.</p> <p>(b) Ground-Mounted Solar Plant: A 8.6 MWp (6.5 MW AC) ground-mounted solar plant was established at the Gajner, Bikaner solar park and began operations in December 2023.</p> <p>(c) Ongoing Initiative: Additional 7.2 MWp (5 MW AC) ground-mounted solar plant expansion at the same location is underway, with expected power generation starting in September 2024.</p>	Significant reduction in reliance on grid power and reduced carbon footprint.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2.	Energy Efficiency measures	<p>(a) LED Lighting is being implemented to enhance energy efficiency across facilities</p> <p>(b) Coolant Pumping System installed at plants to reduce energy consumption</p> <p>(c) Adoption of Advanced Compressed Air System to improve energy efficiency.</p> <p>(d) Upgraded Compressed Air Dryer for various processes to enhance energy efficiency.</p> <p>(e) Replaced energy efficient mould oven in November 2023, resulting in a daily power savings of 85 kWh, and annual energy savings of 31,025 kWh.</p> <p>(f) Optimized process parameters of various equipments and achieved savings of 3,000 kWh of energy daily, which translates to annual energy savings of 915,000 kWh.</p> <p>(g) Utilization of waste heat from online tempering for water heating in the Opal Glass Furnace-2 decoration process, achieving an annual energy savings of 11,520 kWh.</p>	<p>1. Reduced energy consumption and mitigated greenhouse gas emissions</p> <p>2. Increased Energy Efficiency contributing to the Company's sustainability goals, promoting a greener and more environment friendly operations.</p>
3.	Water management Initiatives	<p>(a) Effluent Treatment Plant (ETP)- The ETP system has been upgraded to a capacity of 120 KLD, incorporating a Zero Liquid Discharge (ZLD) system.</p> <p>(b) Sewage Treatment Plant (STP) -MBR-Based of 80 KLD treatment plant has been installed.</p> <p>(c) Installation of Rain water harvesting plants</p>	Enhanced water conservation and reuse, reducing overall water footprint and promoting sustainable water management practices within the Company.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Waste Management Initiatives	100% of the waste generated is segregated at the source, processed through recycling initiatives, and wet waste is composted, attempting it a zero-waste facility. 100% of the waste glass is also being reused in production processes.	Promoting zero-waste facility status and recycling and reuse within production processes.

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

Yes, the entity has a comprehensive business continuity and disaster management plan in place. Through rigorous risk assessment at the organizational level, potential vulnerabilities and threats are identified. These risks are thoroughly analyzed, and mitigation strategies are devised to ensure the resilience of the business operations. Whether it’s natural disasters, cyber threats, or other unforeseen disruptions, the entity is prepared to respond effectively, minimizing the impact on its operations and ensuring continuity of services. This proactive approach to risk management underscores the entity’s commitment to maintaining operational stability and safeguarding its stakeholders’ interests.

**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.**

The Company intends to undertake assessment of environmental impact in the coming years.

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

No such assessment has been done in the current year but the Company intends to introduce formal assessment of its value chain partners on environmental impacts in coming years



# Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

At Borosil Limited, we engage with government ethically and transparently, ensuring integrity and accountability in all interactions. We try addressing grievances openly and advocate for policies that benefit the public good to support the development of policies that promote sustainable growth and social well-being.



## MATERIAL TOPICS



Code of Conduct



Regulatory Issue & Compliance

## SUSTAINABLE DEVELOPMENT GOALS



## CAPITAL

Social & Relationship Capital



## Essential Indicators

**1. a. Number of affiliations with trade and industry chambers/ associations.**

4

**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.	All India Glass Manufacturers’ Federation	National
2.	ASSOCHAM	National
3.	CAPEXIL	National
4.	Bombay Chamber of Commerce & Industry	State

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

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

There have been no instances of anti-competitive behavior.

## 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
--------	-------------------------	-----------------------------------	--	---	------------------------

Not Applicable



# Zero

**anti-competitive cases in the current reporting period**



# Principle 8 - Businesses should promote inclusive growth and equitable development

At Borosil Limited, our goal is to build sustainable and successful businesses that drive equitable and inclusive societal growth. We actively collaborate with the government and civil society to uplift disadvantaged, vulnerable, and marginalized communities.



## MATERIAL TOPICS



Supply Chain Management



Diversity, Equity & Inclusion

## SUSTAINABLE DEVELOPMENT GOALS



## CAPITAL

Social & Relationship Capital



Manufacturing Capital



Human Capital



Natural Capital



Communities

Value Chain Partners



STAKEHOLDERS

## Essential Indicators

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

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

Not Applicable

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

Name of project for which R&R is ongoing	State	District	No. of Projects Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
--	-------	----------	--	--------------------------	--

Not Applicable

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

We have a Stakeholder Engagement and Grievance Redressal Policy which outlines the mechanism to receive complaints from different stakeholders including community along with the designated responsible person to address the concern. The said Policy is available on the Company's website at- [https://www.borosil.com/site/assets/files/5092/07\\_stakeholder\\_engagement\\_and\\_grievance\\_redressal\\_policy-1.pdf](https://www.borosil.com/site/assets/files/5092/07_stakeholder_engagement_and_grievance_redressal_policy-1.pdf).

The Company ensures that designated officers address these grievances within the specified timeframe from when the complaint is received.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	54%	34%
Directly from within India	84%	100%

### 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.

	FY 2023-24	FY 2022-23
Rural	-	-
Semi Urban	0.83%	16.48%
Urban	55.61%	30.82%
Metropolitan	43.56%	52.70%

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

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
--	-------------------------

Not Applicable

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

S. No.	State	Aspirational District	Amount spent (in INR)
--------	-------	-----------------------	-----------------------

NIL

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

No, however the Company prioritizes domestic vendors for raw material procurement, supporting the domestic economy. We emphasize sourcing from domestic suppliers, with MSMEs and small vendors at the forefront of our procurement decisions.

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

Not Applicable

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

Not Applicable

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

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

NIL

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

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

NIL

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Inspire Institute of Sport (Food & Nutrition Program)	250+ athletes have been provided with meals and nutrition support towards fulfilling their sports nutrition needs. In addition, the athletes have been supported by a nutritionist towards education and nutrition awareness.	80%
2.	Indian Cancer Society (Project 'Satark')	2,35,320 beneficiaries reached through community awareness sessions sponsored by Borosil. 16,650 beneficiaries reached through Oral and Cervical cancer awareness sessions sponsored by Borosil. 1729 beneficiaries reached through Breast cancer awareness sessions arranged in collaboration with the health department.	59%
3.	Seva Yagna Samiti (Milk distribution program)	Around 18,000 lives were benefitted through Seva Yagna Samiti's milk distribution program.	23%
4.	Calcutta Social Project (Providing education, shelter, imparting vocational training etc. to underprivileged women & children)	578 lives were impacted through various programs of the Calcutta Social Project sponsored by Borosil.	100%
5.	Make-A-Wish Foundation (Distributing Tablets / Laptops / Mobile phones to children living with critical illnesses, aged 12 years and above)	128 Children from poor underprivileged families, battling critical illnesses and enduring prolonged stays in solitary hospital rooms, were counselled during moments of despair and medication fatigue to express their deepest desires.	100%

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

At Borosil Limited, we take responsibility for delivering safe products that minimize societal and environmental impact. We are committed to providing accurate and comprehensive information about our products, empowering consumers to make informed decisions and ensuring fair competition in the market.




## MATERIAL TOPICS


-  Data Privacy & Cyber Security
-  Product Quality
-  Customer Retention
-  Product Development & Innovation

**SUSTAINABLE DEVELOPMENT GOALS**


2 ZERO HUNGER




4 QUALITY EDUCATION




12 RESPONSIBLE CONSUMPTION AND PRODUCTION



14 LIFE BELOW WATER



15 LIFE ON LAND



## CAPITAL



Communities



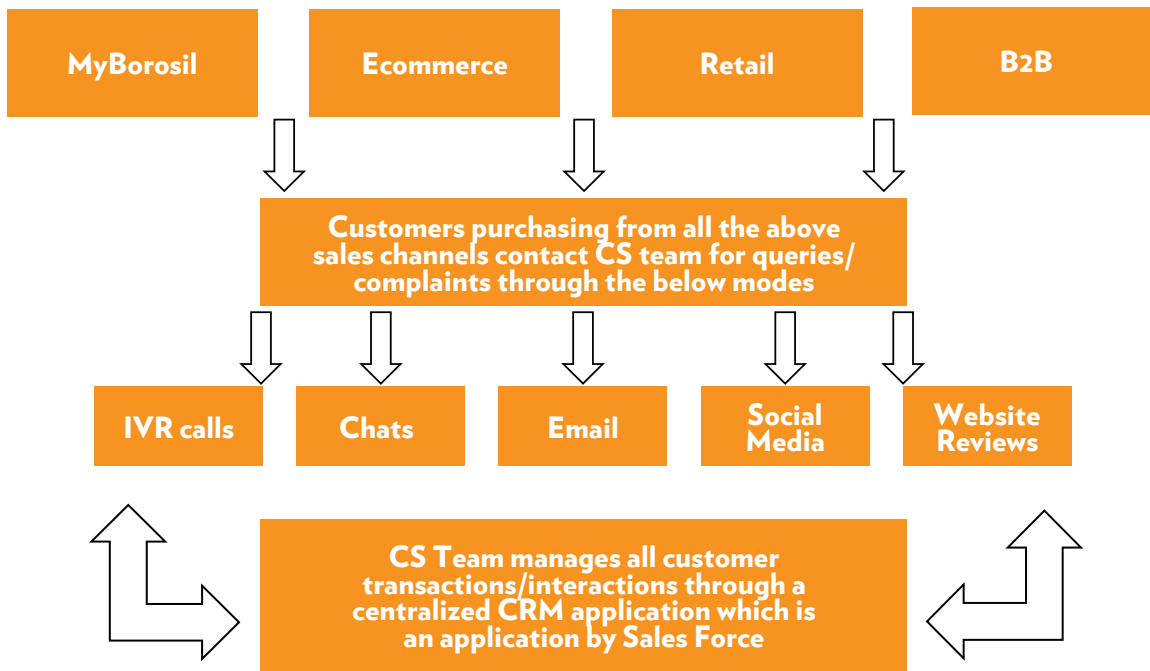
**STAKEHOLDERS**



## Essential Indicators

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

We have a dedicated Customer Experience Team for managing customer complaints across all distribution channels (Trade, B2B, D2C, etc.) seven days a week. Customers can reach our Customer Service Team (CS Team) through multiple channels, including IVR calls, Chatbot, Email, and Social Media Platforms. Equipped with a world-class CRM Management System, the CS Team efficiently handles queries, complaints, and feedback. This CRM is seamlessly integrated with our Order Management System, IVR, and Chatbot, providing a 360-degree view of customer orders and interaction history, ensuring swift and effective resolutions. Social media responses are managed through Social Studio, a tech-enabled platform that captures customer reviews, feedback, and sentiments across social media. We also gather customer feedback through website reviews, with every negative review promptly addressed and resolved. All customer interactions are recorded in the CRM to better understand and address customer concerns.



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

State	As a % to total turnover
Environmental and social parameters relevant to the product	100% All our products, including borosilicate Glassware and Opalware, are environmentally safe. Our packaging features a "Go Green" icon to inform and encourage customers. Additionally, we regularly publish blogs and articles highlighting the environmental benefits and safety of glass for both customers and the planet.
Safe and responsible usage	100% Our glass and opal glass products are 100% recyclable, with cullets being reused in the production of new products. Recycling glass reduces emissions, conserves raw materials, extends the lifespan of equipment like furnaces, and saves energy.
Recycling and/or safe disposal	100%

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
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 call
Voluntary recalls	-	-
Forced recalls	-	-

**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.**

The Company upholds a comprehensive cybersecurity and data privacy framework designed to protect the information of employees, contractors, vendors, interns, associates, and business partners while ensuring full compliance with relevant laws and regulations. We have undertaken significant cyber security initiatives over the past four years, including Active Directory, Endpoint Management, Endpoint Detection and Response (EDR), Micro-Segmentation, Security Operations Center (SOC), and High Availability (HA) Firewalls.

Our information security team plays a pivotal role in managing cybersecurity and data privacy risks, regularly conducting violation checks and ensuring strict adherence to the data privacy policy. The team reports cybersecurity incidents to the Head of IT, with findings discussed with the Board of Directors, relevant committees, and company management. Additionally, the policy mandates that the Company conducts awareness programs on Information Security and Data Privacy, provide regular training, and encourages employees to report any suspicious activities. The Data Privacy Policy is available on the Company's website at [https://www.borosil.com/site/assets/files/5088/03\\_data\\_privacy\\_policy.pdf](https://www.borosil.com/site/assets/files/5088/03_data_privacy_policy.pdf)

We have laid the foundation with a general data security policy, and we are taking initiatives to develop a cutting-edge IT security policy in line with ISO 27001:2022 standards.

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

Not Applicable

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches-**

Nil

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

Not Applicable

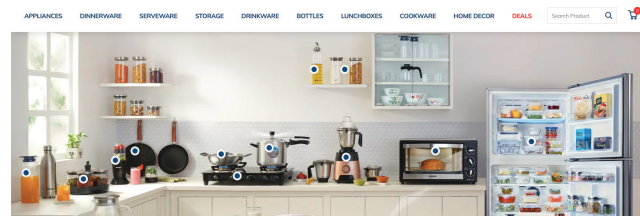
**c. Impact, if any, of the data breaches**

Not Applicable

**Leadership Indicators**

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

All our products are listed on various marketplaces and the Company’s own websites and D2C channels. Detailed product information is also available in catalogs and price lists provided by the Company and distributors. Additionally, our product packaging and instruction manuals include all necessary information about the Company’s products and is also available at the website <https://myborosil.com/>



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

All safety information related to product usage is published on our D2C website, product packaging, and instruction manuals. We also create and share DIY safety videos on our YouTube channel.

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

Our consumers are notified of any potential disruptions or discontinuation of essential services through email and circulars. We also share this information on our website and social media channels to ensure it reaches a broader audience.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Yes, the Company provides additional details such as product codes, barcodes, and images. For electronic appliances, we also include energy specifications. Beyond the mandatory information required by legal metrology, we offer insights into product benefits and guidelines on dos and don’ts. This information is prominently displayed on product packaging, instruction manuals, product listings, and the Company’s D2C websites.

Additionally, all our product information in detail are mentioned on our website [www.myborosil.com](http://www.myborosil.com) including size, material & usage instructions.

**5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).**

Yes, to continually enhance customer satisfaction, we regularly conduct CSAT (Customer Satisfaction) and NPS (Net Promoter Score) surveys. The results are thoroughly analyzed to drive improvements across our entire ecosystem.