BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SANSERA ENGINEERING LIMITED

FINANCIAL YEAR 2024-25

Business Responsibility and Sustainability Report

Section A: GENERAL DISCLOSURES

I Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L34103KA1981PLC004542
2	Name of the Listed Entity	Sansera Engineering Limited
3	Year of incorporation	1981
4	Registered office address	Plant-7, No.143/A, Jigani Link Road Bommasandra Industrial area, Anekal Taluk, Bengaluru – 560105, Karnataka, India
5	Corporate address	Plant-7, No.143/A, Jigani Link Road Bommasandra Industrial area, Anekal Taluk, Bengaluru – 560105, Karnataka, India
6	E-mail	rajesh.modi@sansera.in
7	Telephone	+91 80-27839081/82/83
8	Website	https://sansera.in/
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11	Paid-up Capital (in Rs.)	12,38,40,000/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rajesh Kumar Modi E-mail: rajesh.modi@sansera.in Telephone: +91 80 27839081/82/83
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14	Name of assurance provider	TUV SUD
15	Type of assurance obtained	Limited assurance

II Products / Services

16	Details of business activities (accounting for 90% of the turnover):		
S. No.	**Description of Main Activity**	**Description of Business Activity**	**% of Turnover of the entity**
1	Manufacturing	Intricate and critical precision-engineered components used in both automotive and non-automotive sectors.	92%
17	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):		
S. No.	**Product/Service**	**NIC Code**	**% of total Turnover contributed**
1	Manufacture of parts and accessories for motor vehicles	2930	90%

III Operations

18	No. of locations where plants and/or operations/ offices of the entity are situated:		
Location	**No. of plants**	**No. of offices**	**Total**
National	17	0	17
International	0	0	0

19	Markets served by the entity	
a	No. of Locations	7 (1 International and 6 national)
	Location	**Number**
	National (No. of States)	All states
	International (No. of Countries)	27
b	What is the contribution of exports as a percentage of the total turnover of the entity?	28%
c	A brief on types of customers	Sansera is an engineering-driven, integrated manufacturer of complex and critical precision-engineered components serving both automotive and non-automotive sectors. The Company manufactures a broad spectrum of these components for diverse applications across these industries. Sansera's global customer base includes Bajaj, Maruti Suzuki, Toyota, Royal Enfield, KTM, Daimler Group, VW Group, Volvo, BMW, Ferrari, Ducati, and General Motors, among others. The Company constantly works to expand its product portfolio in the following areas: a) Technology-agnostic applications within the automotive sector such as suspension, chassis, driveline, and braking systems, among others, catering to ICE and EV powertrain platforms. b) Non-automotive sectors, including aerospace, defence, agriculture, industrial automation, and stationary engines, among others.

IV Employees

20	Details as at the end of Financial Year:					
a	Employees and workers (including differently abled):					
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
	Permanent (A)	1579	1483	94	96	6.1
	Other than Permanent (B)	5	4	80.0	1	20.0
	Total employees (A + B)	1584	1487	94	97	6.1

	Workers					
	Permanent (C)	950	945	99.47%	5	0.53%
	Other than Permanent (D)	7785	7318	94%	467	6.0%
	Total workers (C + D)	8735	8263	94.60%	472	5.4%
b	Differently abled Employees and workers:					
S. No.	**Particulars**	**Total (A)**	**Male**		**Female**	
			No. (B)	**% (B/A)**	**No. (C)**	**% (C/A)**
	Differently abled Employees					
	Permanent (E)	2	2	100%	0	0%
	Other than Permanent (F)	0	0	0%	0	0%
	Total employees (E + F)	2	2	100%	0	0%
	Differently abled Workers					
	Permanent (G)	6	6	100%	0	0%
	Other than Permanent (H)	0	0	0%	0	0%
	Total employees (G + H)	6	6	100%	0	0%

21	Participation/Inclusion/Representation of women		
	Total (A)	**No. and percentage of Females**	
		No. (B)	**% (B / A)**
Board of Directors	6	1	16.67%
Key Management Personnel	5	0	0.00%

22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	Category	**FY (2024-25) (Turnover rate in current FY)**			**FY (2023-24) (Turnover rate in previous FY)**			**FY (2022-23) (Turnover rate in year prior to previous FY)**		
		Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
	Permanent Employees	**18.80%**	**16.60%**	**17.70%**	18.44%	24.07%	18.67%	23.6%	19.44%	23.46%
	Permanent Workers	**1.78%**	**0%**	**1.78%**	1.60%	0	1.60%	1.19%	0%	1.19%

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 indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)**
1	Fitwel Tools and Forgings Private Limited	Subsidiary	70	Yes
2	Sansera Engineering Limited Mauritius	Subsidiary	100	No
3	Sansera Sweden AB	Subsidiary	100	Yes
4	MMRFIC	Associate	21.89	No

VI CSR Details

24		
a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in Rs. Cr.)	2,719
c	Net worth (in Rs. Cr.)	2,758

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 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		Number of complaints filed during the year	**Number of complaints pending resolution at close of the year**	**Remarks**	**Number of complaints filed during the year**	**Number of complaints pending resolution at close of the year**	**Remarks**
Communities	Yes https://sansera.in/general-policies/	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://sansera.in/investor-policies	0	0	-	0	0	-
Shareholders	Yes https://sansera.in/investor-policies	0	0	-	15	0	0
Employees and workers	Yes (Link cannot be provided)	155	16	Grievances about shop floor conditions, welfare, safety	216	13	Grievances about shop floor conditions, welfare, and safety

Customers	Yes https://sansera.in/investor-policies	161	00	Product Quality related complaints from customers	172	0	Product quality-related
Value Chain Partners	Yes https://sansera.in/investor-policies	0	0	-	0	0	-
Other (please specify) Govt Bodies		12	7	-	7	4	General notices, show cause notices, fines, interest, and damages

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	GHG Emissions	Risk	Automotive parts manufacturing is a high-emission activity subject to scrutiny from key stakeholders including customers, investors, and governments. Customers may require commitments to lower greenhouse gas (GHG) emissions	GHG emissions can be mitigated by (1) Conducting energy audits and identifying areas of energy reduction (2) Increased sourcing of renewable energy. In the current financial year, a total of 60% of	Failure to mitigate GHG emissions could lead to potential business loss, disinterest from specific groups of investors, and increased costs to comply with regulatory requirements. Positive Implications are savings from RE transition. Our product may fall under competitive premiums such as "Green products". This shall be directly proportional to the sustainability linked loan.

			or set emission-related conditions for business dealings. Some investors focused on environmental, social, and governance (ESG) criteria may invest only in companies that achieve GHG reduction targets. Additionally, the government is working on implementing a cap-and-trade emissions trading scheme in India.	energy was sourced from renewable sources.	
2	Waste Management	Risk/Opportunity	Improper handling of hazardous waste by waste management contractors presents risks to land, water bodies, and biodiversity. Adopting circular economy principles for waste recycling could provide Sansera with a valuable opportunity to minimise waste generation.	Ensuring that hazardous waste is handled and disposed of only by contractors authorised by the State Pollution Control Board. Circular economy initiatives include (1) recycling of discarded scrap steel and (2) achieving zero waste to landfill.	Negative financial implications may arise as capital expenditure for recycling discarded scrap steel. Additionally, financial costs could result from compensation due to improper handling of hazardous waste. Positive implications may include reduced compliance costs, lowered GHG emissions, and better alignment with the Sustainable Development Goals (SDG).

3	Energy management	Opportunity	Sansera's manufacturing process consumes a substantial amount of energy, and conserving energy not only improves our financial performance but also supports achieving our emissions reduction goals.	Identifying areas for energy reduction and implementing appropriate measures — all Sansera plants are certified under ISO 50001 (2018) for Energy Management Systems.	Negative financial implications could result in the form of capital expenditure for implementation of energy reduction initiatives Positive implications to the company's business could result from initiatives taken around energy management attracting customers aligned to sustainable businesses
4	Product Responsibility	Risk	The risk involves enhanced solutions that address new requirements, especially environmental and social aspects, technological advancements, upgrades, or current market demands. .	Greater emphasis on the manufacturing of EV products.	Negative financial implications for the business could result from delays in innovation required by the evolving market landscape. Positive implications include gaining trust from customers and investors.
5	Occupational Health and Safety	Risk	Occupational Health & Safety (OH&S) impacts both individuals and the local community and has the potential to disrupt operations. Risks to employees and workers include physical hazards, chemical exposure,	Sansera has taken various measures to mitigate occupational health and safety risks including: 1. Adoption of organization wide Integrated Policy on Environment Health	Negative financial implications could arise from loss of productivity due to lost man-hours or impact on reputation in case of community incidents. Positive Implications can lead to reduced Incidents.

			vehicle movement, ergonomic strain, respiratory risks, and noise exposure. Fire hazards pose significant risks to employees, workers, and the neighbouring community.	Safety and Quality Management System. 2. Trainings, internal audits for all SOPs on Operational Health and safety. 3. Maintenance of HIRA (Hazard Identification and Risk Assessment) 4. All plants are certified for ISO 45001 5. Periodic medical checkup for all employees and workers 6. Monitoring of environmental parameters as per PCB standards	
6	Diversity, Equity, Inclusion	Opportunity	Diversity, Equity, and Inclusion (DEI) present significant opportunities for Sansera to foster a more inclusive and equitable workplace, strengthen employee engagement, improve customer satisfaction, and build a positive brand reputation.	Sansera is consciously working to improve the female employee strength across different functions.	Positive financial implications of a more diverse workforce and regulatory compliance.

7	Sustainable Supply Chain	Risk	Failure to ensure sustainable practices throughout the supply chain, such as responsible sourcing of raw materials, waste management, and compliance with environmental regulations, can result in reputational damage and potential legal consequences. Ethical and social responsibility risks include issues such as labour rights violations, human rights abuses, child labour, or unsafe working conditions within supplier facilities.	Sansera has taken various measures to mitigate risks arising in the supply chain including: 1. Adopting policies for responsible sourcing namely, Supplier Responsible Sourcing of Natural RM Policy, Sustainable Procurement Policy, and Sansera Principles to Enhance Sustainability Performance in the Supply Chain and Sansera policy on Conflict Minerals 2. Sansera's suppliers are required to sign commitments to the policies (except Sansera policy on Conflict Minerals). 3. System & sustainability assessments are conducted before onboarding suppliers	Negative financial implications could arise from impacts on business reputation. Small suppliers may lack resources for compliance. Positive Implications lead to reduce waste & energy cost. It helps in maintaining regulatory compliance.

8	Information Security	Risk	Risks arise from being a target of cyberattacks, including ransomware, malware, and phishing attempts. These could lead to exploitation of vulnerabilities in networks, or software, to gain unauthorized access to the company's sensitive data or disrupt critical systems. Data breaches can occur due to external attacks, insider threats, or inadequate security measures, leading to unauthorized access, theft, or exposure of confidential information.	Sansera has deployed and implemented various technical tools and controls to mitigate Information Security risks including but not limited to: 1. End Point and Servers Protection: CrowdStrike Falcon Complete (EDR) – Protection against Ransomware, Malware etc. 2. Network Perimeter: UTP (Unified Threat Protection) – Protection against external threat / intruders 3. Device Control – includes Bluetooth, External USB Drive, Card Readers etc. 4.	Negative financial implication arising from brand reputation of the company. It also implies costs on AI tools set up and SOC. Positive Implications leads to Investor confidence and avoid penalties from regulatory bodies.
9	Ethics & Compliance	Risk	Business ethics encompass various aspects such as corporate governance, employee behaviour, labour relations,	To mitigate business ethics risks, several measures are implemented, including the establishment of a	Negative financial implication may include the loss of customers or market share, financial losses resulting from legal liabilities, due to business ethics-related issues. Positive Implications leads to Operational resilience.

			customer relationships, and supply chain practices. Failing to uphold ethical standards in these areas can expose the organization to various risks, including legal, reputational, financial, and market-related risks. With the growing importance of Environmental, Social, and Governance (ESG) principles, governance-related issues are receiving heightened attention from potential investors and major customers.	Code of Conduct for the Board of Directors, Independent Directors, Senior Management, and Employees. Additionally, policies addressing anti-corruption, anti-bribery, and anti-money laundering are put in place. A whistle-blower policy is also implemented to encourage the reporting of unethical behaviour. These policies are supported by awareness trainings and systems for addressing grievances.	
10	Transparency & Disclosure	Risk/Opportunity	Risks related to transparency and disclosure presents in timely communication of regulatory and stakeholder-oriented disclosures. Failure to disclose Sansera's financial and ESG related information in	To mitigate risks related to transparency and disclosure, Sansera has not only published mandatory BRSR disclosures but is promoting ESG disclosures through	Both positive and negative financial implications arising from brand reputation of the company.

			a transparent manner could lead to reputational risks and negative perceptions from stakeholders. Opportunities are present in factually correct, transparent and timely disclosures. Increase in publishing climate related disclosures present as an opportunity for Sansera to build trust and reputation with all stakeholders.	its website and other mediums with its stakeholders.	

Section B: MANAGEMENT AND PROCESS DISCLOSURES

<table>
<tr><td colspan="11">This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements</td></tr>
<tr><td colspan="11"></td></tr>
<tr><th></th><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="11">Policy and management processes</td></tr>
<tr><td>1</td><td>Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td></td><td>Has the policy been approved by the Board? (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td></td><td>Web Link of the Policies, if available</td><td colspan="9">SEL's policies on risk management, code of conduct, CSR, vigil mechanism and whistle-blower, nomination and remuneration, POSH, EOHS, quality, energy and sustainable procurement can be found at: https://sansera.in/investor-policies , https://sansera.in/general-policies, and https://sansera.in/nomination-remuneration#</td></tr>
<tr><td>2</td><td>Whether the entity has translated the policy into procedures. (Yes / No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>3</td><td>Do the enlisted policies extend to your value chain partners? (Yes/No)</td><td>No</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>No</td><td>No</td><td>No</td><td>No</td></tr>
</table>

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.	IATF 16949: 2016, OECD guidelines for multinational enterprises, UNGC guiding principles on business and human rights	ISO 50001: 2018, IATF/VDA/ ISO14001/ OHSMS 45001 ISO 9001: 2015	IATF 16949 :2016, ISO 14001, ISO 45001, ISO 50001:2018			ISO 50001:2018, ISO 14001	ISO 45001, ISO 14001	ISO 45001, ISO 14001, ISO 50001	
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sansera's goals include significant reductions in emissions and waste, greater adoption of renewable energy, improvements in product responsibility, assurance of occupational safety, advancement of diversity, equity, and inclusion, development of a sustainable supply chain, attainment of ISO 27001 certification at all plants, delivery of comprehensive ethics and compliance training, and deployment of an ESG data management system								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Sansera is actively advancing its sustainability objectives through a focussed and structured approach to sustainability across various fronts. Significant achievements include achieving 100% training on the code of conduct and policies under Ethics & Compliance. In Waste Management, Sansera has successfully eliminated 95% of waste to landfill, as the waste is being used as alternate fuel raw material for other industries such as cement, among others. Efforts in Occupational Safety and Health are focussed on implementing safety protocols to achieve a reduction in recordable injuries by 2030. Diversity, Equity & Inclusion initiatives are underway, with current progress showing more than 5.4% women in the workforce, towards a target of 10% by 2030. The Sustainable Supply Chain initiative has been completed for 65% of suppliers, with plans to cover 75% by 2027. Transparency & Disclosure efforts include ongoing implementation of an ESG data management system to enhance reporting and transparency across operations. Sansera has sourced 60% of its electricity from renewable sources such as Solar, Wind and GC Hybrid. Considering the electricity and fuel consumption such as diesel and natural gas, Sansera's Clean energy accounts to 48% and intends to achieve 80% by 2030. These efforts underscore Sansera's commitment to sustainability and responsible business practices, aligning its operations with global ESG standards while continuously striving to meet and exceed its set targets								

Governance, leadership and oversight										
	Disclosure Questions	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
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)	Sansera is committed to being a responsible corporate entity, aiming to make a positive impact on both society and the environment through its core business activities. The company has implemented a robust ESG policy that ensures compliance with local, Indian, and global regulations across all its operations. Dedicated ESG committees have been formed at both the Board and operational levels to design detailed roadmaps with specific targets for waste reduction, adoption of eco-friendly practices, emission reduction, and CSR initiatives. These efforts highlight Sansera's persistent commitment to sustainable growth, excellence in governance, and social responsibility, with the goal of surpassing industry standards and making meaningful contributions to the communities it operates in.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: F.R Singhvi Address: Sansera Engineering Ltd, 143/A, Jigani Link Road, Bengaluru 560 105 Email: fr@sansera.in DIN: 00233146								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The ESG Committee of the Board is responsible for decision making on sustainability issues. 1. Lakshminarayan M- Non-Executive Independent Director DIN: 00064750 2. Revathy Ashok Non-Executive Independent Director DIN: 00057539 3. F R Singhvi Executive Director DIN: 00233146								

10	Details of Review of NGRBCs by the Company:																		
	Subject for Review	**Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**									**Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	Performance against above policies and follow up action	An ESG governance structure has been formalised in FY 2024-2025. Prior to which risk management committee identified major identified major risks in the businesses and functions, which are									Annual review								

		systematically addressed through mitigating actions on a continuing basis.	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	SEL complies with all statutory requirements that are relevant to the principles and in the event of any non-compliances, the relevant committee investigates and rectifies the issues. The company has implemented a statutory compliance monitoring tool, 'Ricago' for effective monitoring of statutory compliance. Regular audits and reviews are conducted by the company to ensure continuous improvement and adherence to regulatory standards.	

		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
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.	Yes, TUV SUD								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated, as below:									
	Question	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATORS

1	Percentage coverage by training and awareness programmes on any of the principles during the financial year:			
	Segment	**Total number of training and awareness programmes held**	**Topics / principles covered under the training and its impact**	**% of persons in respective category covered by the awareness programmes**
	Board of Directors	4	Enterprises Risk Management Program, ESG Awareness & GHG reduction drive at Sansera, Succession Planning, Business continuity	100
	Key Managerial Personnel	4	Enterprises Risk Management Program, ESG Awareness & GHG reduction drive at Sansera, Succession Planning, Business continuity	100
	Employees other than BoD and KMPs	1012	Induction & on the job Training, Multi Skill Training, Technical Programs, Management Systems, Customer Specific Requirement Training (CSR) Upskilling, EHS Programs, Health Talks, ESG Awareness & GHG reduction drive at Sansera, HR Policies, Supervisory	96.7

			Development Program, Buddy Program, Coaching, Mentoring & Outbound Program,	
	Workers	1827	Induction & on the job Training, Multi Skill Training, Refresher Training, Technical Programs, Management Systems, Customer Specific Requirement Training (CSR) Upskilling, EHS Programs, Health Talks, ESG Awareness & GHG reduction drive at Sansera, HR Policies, Supervisory Development Program, Buddy Program, Coaching, Mentoring & Outbound Program,	92.1

2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website	
Nil		
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.	
	Case Details	**Name of the regulatory/ enforcement agencies/ judicial institutions**
Not Applicable		

4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, The Company has a zero-tolerance approach towards bribery and corruption. We are committed to fair competition, a free market, and ethical business practices, and reject any contracts involving illegal activities. The Company maintains a high standard of honesty and responsibility in all commercial activities through its 'Anti-Bribery Policy'. Training on this policy is provided through various methods, including web-based tools, electronic platforms, group sessions, or one-on-one interactions, as needed. Additionally, the Company has established a Vigil Mechanism and Whistle-Blower Policy to facilitate the reporting and investigation of issues related to anti-corruption and anti-bribery. The Code of Conduct for Directors and Senior Management is also available to guide the leadership team on integrity in their business dealings. Sansera Anti-Bribery Policy Code of Conduct for Directors and Senior Management Vigil Mechanism and Whistle-Blower Policy

5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption		
	Category	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Directors	**Nil**	
	KMPs		
	Employees		
	Workers		

6	Details of complaints about conflict of interest				
	Category	**FY 2024-25 (Current Financial Year)**		**FY 2023-24 (Previous Financial Year)**	
		Number	**Remarks**	**Number**	**Remarks**
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No complaints were received	Nil	No complaints were received
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	No complaints were received	Nil	No complaints were received

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	Since there have been no cases of corruption or conflict of interest requiring action by regulators, law enforcement agencies, or judicial institutions, there are no specific corrective actions to detail.

	of corruption and conflicts of interest.			
8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:			
		FY 2024-25 (Current Financial Year)	**FY 2023-24 (Previous Financial Year)**	
	Number of days of accounts payables	**56.33**	54.40	
9	Open-ness of business			
	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:			
	Parameter	**Metrics**	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2%	1.95%
		b. Number of trading houses where purchases are made from	5	7
		c. Purchases from top 10 trading houses as % of total purchases from trading houses	100	100
	Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
		b. Number of dealers / distributors to whom sales are made	0	
		c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
	Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6%	6%
		b. Sales (Sales to related parties / Total Sales)	0%	0%
		c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
		d. Investments (Investments in related parties / Total Investments made)	99%	85%

LEADERSHIP INDICATORS

<table>
<tr><td>1</td><td colspan="3">Awareness programmes conducted for value chain partners on any of the principles during the financial year:</td></tr>
<tr><td></td><td>Total number of awareness programmes held</td><td>Topics / principles covered under the training</td><td>% of value chain partners covered (by value of business done with such partners) under the awareness programmes</td></tr>
<tr><td></td><td>30</td><td>EHS Awareness, Industrial behaviour, ESG Awareness, driving etiquettes, Good Housekeeping practices, Fire Safety Training, First aid Training, Hazardous waste handling, Technical Trainings, Training on Customer Specific Requirements</td><td>48%</td></tr>
<tr><td>2</td><td>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.</td><td colspan="2">Yes, the Directors, Key Managerial Personnel, and Senior Management exercise professional judgment in their roles. They are required to disclose any associations that could potentially lead to conflicts of interest. They also avoid engaging in business activities where their relatives might have significant influence. It is their duty to safeguard the Company’s assets and ensure they are used only for authorized business purposes. They must maintain the confidentiality of unpublished price-sensitive information and refrain from seeking personal gains or assisting others in doing so. These guidelines are detailed in the Code of Conduct to mitigate conflicts of interest within the Board.

Conflict of interest is also covered in the Business Ethics policy of the Company.

Sansera Business Ethics, working condition and Human Rights Policy Guideline to Enhance Sustainability

Code of Conduct for Directors and Senior Management.</td></tr>
</table>

P2 Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	Category	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**	**Details of improvements in environmental and social impacts**
	R&D	0	0	-
	CapEx	1.01	1.27	Sansera is committed to green energy utilization and clean development mechanisms. In our new plant, we have installed solar panels and achieved green building certification. During the fiscal year, we purchased 7.6 crore units of green energy and invested in energy conservation projects.
2	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, supplier quality assurance manual is available.		
	If yes, what percentage of inputs were sourced sustainably?	65%		
3	**Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:**			
	Plastics (including packaging)	1. Reuse - Packing bins/ trays/ covers return from customers and suppliers for reuse. 2.Disposal & Recycle - Discorded plastic bins / cans, packing covers and used barrels send to the EPR authorized vendors for recycle		
	E-waste	Disposal & Recycle - send to the authorized vendors for recycle		
	Hazardous waste	Disposed to authorised vendor for incineration. Used oils are sent to authorised vendor for recycle		
	Other waste	Disposal & Recycle - send to the authorized vendors for recycle E.g.: paper, corrugated box, boring scrap, garden waste, Food waste (Sent to Piggeries/ animal farms)		

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, EPR is applicable to the entity's activities. The plastic waste generated is sent to a third-party recycler, and we conduct necessary checks to confirm that the recycler is EPR certified. Some applicable plants have obtained, and the waste collection plans align with EPR requirements. Procurement is done through EPR-registered vendors.

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?					
S. No.	**NIC Code**	**Name of Product /Service**	**% of total Turnover contributed**	**Boundary for which the Life Cycle Perspective / Assessment was conducted**	**Whether conducted by independent external agency (Yes/No)**	**Results communicated in public domain (Yes/No). If yes, provide the web-link.**
	SEL has not conducted a Life Cycle Assessment (LCA) to date					

2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.		
	Name of Product / Service	**Description of the risk / concern**	**Action Taken**
	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 re-used input material to total material**	
		FY 2024-25 (Current Financial Year)	**FY 2023-25 (Previous Financial Year)**
		There was no recycled/reused material used for production.	NIL

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:						
	Category	**FY 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		Reused	**Recycled**	**Safely Disposed**	**Reused**	**Recycled**	**Safely Disposed**
	Plastics (including packaging)	0	74.0	0	0	54.81	0.0
	E-waste	0	4.65	0	0	7.23	0.0
	Hazardous waste	0	343.0	1558.0	0	321	1516.94
	Other waste	0	31491	0.00	0	28445.32	0.00

P3	Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1 a	**Details of measures for the well-being of employees:**											
	Category	**% of employees covered by**										
		Total (A)	**Health insurance**		**Accident insurance**		**Maternity Benefits**		**Paternity Benefits**		**Day Care facilities**	
			Number (B)	**% (B / A)**	**Number (C)**	**% (C / A)**	**Number (D)**	**% (D / A)**	**Number (E)**	**% (E / A)**	**Number (F)**	**% (F / A)**
Permanent Employees												
	Male	1483	1483	100%	1483	100%	0	0%	0	0%	0	0%
	Female	96	96	100%	96	100%	96	100%	0	0%	0	0%
	Total	1579	1579	100%	1579	100%	96	100%	0	0%	0	0%
Other than Permanent Employees												
	Male	4	4	100%	4	100%	0	0%	0	0%	0	0%
	Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
	Total	5	5	100%	5	100%	1	100%	0	0%	0	0%
1 b	Details of measures for the well-being of workers:											
	Category	**% of workers covered by**										
		Total (A)	**Health insurance**		**Accident insurance**		**Maternity Benefits**		**Paternity Benefits**		**Day Care facilities**	
			Number (B)	**% (B / A)**	**Number (C)**	**% (C / A)**	**Number (F)**	**% (F / A)**	**Number (E)**	**% (E / A)**	**Number (F)**	**% (F / A)**
Permanent Workers												
	Male	945	945	100%	945	100%	0	0%	0	0%	0	0%
	Female	5	5	100%	5	100%	5	100%	0	0%	0	0%
	Total	950	950	100%	950	100%	5	100%	0	0%	0	0%
Other than Permanent Workers												
	Male	7318	7318	100%	7318	100%	0	0%	0	0%	0	0%
	Female	467	467	100%	467	100%	467	100%	0	0%	0	0%
	Total	7785	7785	100%	7785	100%	467	100%	0	0%	0	0%

1 c	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –		
		FY 2024-25 (Current Financial Year)	**FY 2023-24 (Previous Financial Year)**
	Cost incurred on well-being measures as a % of total revenue of the company	176.97 million INR	116.63 million INR
	ii) Total revenue of the company	27,186.85 million INR	23,941.8 million INR

	iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.7%	0.5%

2	Details of retirement benefits, for Current and Previous FY						
	Benefits	**FY 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		No. of employees covered as a % of total employees	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority (Y/N/N.A.)**	**No. of employees covered as a % of total employees**	**No. of workers covered as a % of total worker**	**Deducted and deposited with the authority (Y/N/N.A.)**
	PF	100%	100%	Y	100%	100%	Y
	Gratuity	100%	100%	Y	100%	100%	Y
	ESI	100%	100%	Y	100%	100%	Y
	Others - please specify	-	-	-	-	-	-

3	Accessibility of workplaces	
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	The Company has provided facilities to ensure accessibility in the premises/offices for differently abled employees and workers. For example, meeting rooms are allocated on the ground floor for accessibility, dedicated vehicle parking spaces are provided for easy access and wheelchair ramps are also provided. The new plant building of the company has been designed with the needs of differently abled employees in mind.
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.	SEL provides equal employment opportunity without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, sex, or sexual orientation. The Company has a Non-Discrimination Policy, which covers these aspects.

5	Return to work and Retention rates of permanent employees and workers that took parental leave.				
	Gender	**Permanent employees**		**Permanent workers**	
		Return to work rate	**Retention rate**	**Return to work rate**	**Retention rate**
	Male	100%	100%	100%	100%
	Female	100%	100%	100%	100%
	Total	100%	100%	100%	100%

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 the mechanism in brief)**
	Permanent Workers	Yes, the Company has a grievance redressal policy to receive and resolve grievances. If an employee/worker faces any difficulty that interferes with his/her performance, the concerned personnel can report the same and seek redressal. 1. The employee/worker is expected to follow the appropriate process of informing/discussing with his/her immediate Supervisor as the first step. 2. The aggrieved employee can submit the grievance in writing to the Department Head and HR department, in the event Supervisor fails to resolve the grievance within a week. 3. The employee is allowed to approach the Management through the HR, only if it is not resolved by the Department Head and HR department. 4. Grievances received through the Union committee are discussed periodically. 5. Grievances related to women employees are discussed separately, recorded, and resolved appropriately.
	Other than Permanent Workers	
	Permanent Employees	
	Other than Permanent Employees	

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
	Category	**FY 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		Total employees / workers in respective category (A)	**No. of employees / workers in respective category, who are part of association(s) or Union (B)**	**% (B / A)**	**Total employees / workers in respective category (C)**	**No. of employees / workers in respective category, who are part of association(s) or Union (D)**	**% (D / C)**
Total Permanent Employees							
	Male	---	---	---	1362	0	0%
	Female	---	---	---	65	0	0%
Total Permanent Workers							
	Male	945	815	86%	945	802	85%
	Female	5	5	100%	5	5	100%

8	Details of training given to employees and workers:										
	Category	**FY 2024-25 (Current Financial Year)**					**FY 2023-24 (Previous Financial Year)**				
		Total (A)	**On Health and safety measures**		**On Skill upgradation**		**Total (D)**	**On Health and safety measures**		**On Skill upgradation**	
			No. (B)	**% (B / A)**	**No. (C)**	**% (C / A)**		**No. (E)**	**% (E / D)**	**No. (F)**	**% (F / D)**
Employees											
	Male	1602	1422	89%	1455	90.8	1366	1137	83%	1255	92%
	Female	106	100	94%	99	93.4	65	65	100%	65	100%
	Total	1708	1522	89%	1554	90.9	1431	1202	84%	1320	92%
Workers											
	Male	8644	7743	89%	7228	86.4	8507	8068	95%	7815	92%
	Female	651	650	99.8	621	95.4	217	217	100%	217	100%
	Total	9295	8393	90.3	7849	84.4	8724	8285	95%	8032	92%

9	Details of performance and career development reviews of employees and worker:						
	Category	**FY 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		Total (A)	**No. (B)**	**% (B / A)**	**Total (C)**	**No. (D)**	**% (D / C)**
Employees							
	Male	1487	1487	100%	1362	1366	100%
	Female	97	97	100%	65	65	100%
	Total	1584	1584	100%	1431	1431	100%
Workers							
	Male	8263	6295	76%	8507	6359	75%
	Female	472	224	47%	217	94	43%
	Total	8735	6519	75%	8724	6453	74%

10	Health and safety management system:	
a	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Health and Safety Management system covers activities across most of our manufacturing locations, offices, research laboratories and supply chain partner and ensures the protection of environment and health & safety of the Company's employees, contractors, visitors, and relevant stakeholders. 14 out of 18 plants are covered by ISO - 45001 (TUV NORD).

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 implemented a Hazard Identification and Risk Assessment (HIRA) system for identifying workplace hazards, undertaking risk assessments, implementing necessary controls to mitigate and address risks. SEL identifies possible workplace incidents using a hazard identification process, followed by a likelihood assessment to estimate their frequency or probability. Measures are then implemented to either prevent these incidents by reducing their likelihood or control them to limit their extent and duration, thereby mitigating adverse effects or consequences. In addition to this, the Company has prepared an Emergency Preparedness Plan, and OCP - Operation control procedure/Standards to minimise work-related hazards, among others. SEL ensures HIRA for all activities and products and conducts HIRA studies on an annual basis or as and when required. The necessary guidelines are implemented in line with ISO 45001.
c	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, several methods have been put in place to report work-related hazards in accordance with ISO 45001, including safety patrols, risk assessments, and near-miss reporting etc. Work-related hazards are reported using the respective formats to the Plant EHS Officer, who in turn reports to the Plant head and maintenance team. Corrective measures, if any, are then identified and implemented by the Plant EHS and maintenance team. To mitigate work-related hazards, SEL conducts emergency mock drills and awareness sessions to prepare its employees and workers.
d	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, employees/workers of the entity have access to non-occupational medical and healthcare services. These include services for issues such as road accidents, medical insurance for employees and provision of Company ambulance facilities in case of any emergency (extended to families of the employees). The Company ensures overall well-being of its employees and workers by providing health insurance, term insurance, accident insurance, regular health check-ups and workshops for the mental well-being.

11	**Details of safety related incidents, in the following format:**			
	Safety Incident/Number	**Category**	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.04	0.16
	Total recordable work-related injuries	Employees	0	0
		Workers	1	4
	No. of fatalities	Employees	0	0
		Workers	0	0
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

12	Describe the measures taken by the entity to ensure a safe and healthy workplace.	The Company is certified as a Great Place to Work for three consecutive years. In addition to this leading certification, the Company has taken multiple measures to ensure a safe and healthy workplace, and a few of them are mentioned below: 1. Provision of appropriate safety gear for workers and monitoring of health through periodic checkups. 2. Strict adherence to safety protocols while on the shop floor. 3. Safety reviews and implementation of learning mechanisms to build a culture of peer sharing of best practices especially in areas of fire safety, NC machines handling, chemical safety, etc. 4. Mock drills are conducted on a scenario basis every month; safety committee meetings are held quarterly. The EHS team conducts toolbox talks with vendors, and there are daily Gemba walks. Additionally, lockout/tagout (LOTO) procedures are implemented, training programs are organized, and health and safety audits are performed monthly. 5. Plant 11 and Plant 9 are IGBC Certified (Platinum)

13	Number of Complaints on the following made by employees and workers:						
	Category	**FY 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
	Working Conditions	107	10		156	10	
	Health & Safety	48	6		60	3	

14	Assessments for the year:	
	Category	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties**

	Health & Safety Practices	EOHS internal system audit - 100% External third-party audit conducted by M/s. TUV NORD - 100%
	Working Conditions	EOHS internal system audit - 100% External third-party audit conducted by M/s. TUV NORD - 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.	SEL follows a structured and systematic approach to safety management, which includes key steps such as incident management, investigation and root cause analysis, risk assessment and mitigation, training and awareness, improved safety policies, monitoring and review, communication and reporting, and compliance with regulations. Under these aspects, we have initiated several measures, including the installation of electrical insulating rubber mats, fire hydrant systems, fire extinguishers, public address systems, fire alarm panels, and directional signages. Additionally, we have implemented CCTV, electric leakage circuit breakers, safety toolbox talks and awareness programs, Health & Safety Skill Olympiad, trainings and mock drills, health and safety advisory, and safety guards and stop sensors for rotary parts in machines.

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).	Yes, SEL covers Group Term Life Insurance, Employee Deposit Linked Insurance (EDLI) and GPA for permanent employees and EDLI for temporary workmen.
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 ensures remittance of all statutory dues on time. SEL also verifies periodically monthly for contract employees.

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:				
	Category	**Total no. of affected employees/ workers**		**No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**	
		FY 2024-25 (Current Financial Year)	**FY 2023-24 (Previous Financial Year)**	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Employees	0	0	0	0
	Workers	0	0	0	0

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 extends the tenure of certain employees beyond retirement on a case-by-case basis.

5	Details on assessment of value chain partners:	
	Category	
	Health & Safety Practices	65%
	Working Conditions	65%

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.	After the sustainability assessment of value chain suppliers, a timeline and target are issued to enable corrective actions and close identified gaps. A follow-up audit is conducted to ensure compliance with Sansera's requirements. Previously, GHG emissions data was not captured; however, it is now actively monitored and submitted to customers as needed. Initially, carbon reduction goals were not included in the EHS objectives, but these goals are now clearly defined. Treated effluent was not considered in environmental aspects and hazard identification but has since been incorporated into the assessment of aspects, impacts, hazards, risks, control measures, opportunities, and impact magnitude. A grievance mechanism was previously unaddressed but is now in place and managed by human resources and the management team. Based on recommendations, smoke detectors have been installed in the goods storage area. Additionally, first aid cases are now analysed to better understand their root causes.

P4	Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1	Describe the processes for identifying key stakeholder groups of the entity.	Key stakeholders are determined depending on how the given stakeholder groups have an immediate impact on the operations and workings of the Company or how much of a material influence SEL's business decisions and results have on them. The Company has identified employees, customers, investors, vendors, contractors, collaborators/technical partners, the local community, and government/regulators as its key stakeholders.
2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.	

S. No.	**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**
1	Employees	No	Employee Communication through - goal setting and performance appraisal meetings, email, SMS, WhatsApp groups, websites, publications, newsletters, display notices of policies at various locations, covered in training plan, Sansera intranet (IMS,ESS- employee self-service software) whereby employees can access policies, social media such as LinkedIn, Townhall meetings (monthly plant wise), Sunrise meeting, DWM - Daily work Management, Safety committee meetings, POSH meetings, Grievance Committee meetings, canteen committee meetings.	Periodically	Long term strategy plans, training and awareness, health, safety, and engagement initiatives. Enhance employee volunteerism and safety awareness Awareness on regulatory updates
2	Investors	No	Seminars, conferences, official communication channels, regulatory	Annually, Periodically, quarterly	Investors prefer to invest in the organizations that are socially and

			audits/inspections, environmental compliance, policy intervention, websites, government portals, sheel legal software for communication, Ricago software - legal and regulatory updates, compliance escalation software periodically updated, Updates from forums such as Chamber of Commerce - highlights on legal requirements, HR community groups.		environmentally responsible.
3	Customers	No	Website, publications, mass media & digital communications, plant visits, conferences, customer surveys, social media, and events	Periodically	Product quality and availability
4	Suppliers & service providers	No	Plant visits, Supplier audits, professional networks, Workshops & trainings, Supplier performance monitoring (monthly),	Periodically	Quality, timely delivery and payments, ISO and OSHA standards followed by supply chain.
5	Government and Regulatory Bodies	No	Seminars/conferences, official communication channels, regulatory audits/inspections, website, government portals and notices.	Periodically	Guiding in terms of understanding government schemes in the same area (if any) for increased effectiveness. Resolution of compliance-related queries if any.
	Communities	Yes	Meets (of community/local authority and town council/committee/location head/SWOT council), community visits and projects, partnership with local charities, volunteerism, seminars/ conferences.	Periodically	Please refer to the following link for information about the Company's community engagements: https://sansera.in/sansera-foundation
7	Bankers	No	Annual reports, press releases, earnings call, investor meets, one-on-one calls and meetings, investor conferences.	Periodically, need- based	Financing-related investment.

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.	A board-level ESG committee has been formed by SEL. The ESG committee oversees updating the Board of changes as they occur and soliciting feedback from the Directors. Functional heads and teams interact regularly with key stakeholders such as customers and value chain partners, and in turn keep the ESG committee informed of key developments.
2	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity	Yes, SEL regularly communicates and collaborates with its key stakeholders, allowing them to work on their ESG topics and share updates. They also conduct periodical evaluations to update policies based on regulations and stakeholder feedback. Feedback capture mechanisms such as safety committee meetings, grievance committee meetings, canteen committee meetings and POSH committee meetings are in place for facilitating discussions on key ESG issues.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	Sansera actively conducts its Corporate Social Responsibility (CSR) initiatives through the Sansera Foundation. This foundation spearheads various projects in education, healthcare, environmental sustainability, and community development to create lasting, positive impacts. https://sansera.in/sansera-foundation

P5	Businesses should respect and promote human rights

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 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1643	1174	72%	1427	1269	89%
Other than permanent	73	73	100%	4	4	100%
Total	1716	1247	73%	1431	1273	89%
Workers						
Permanent	1369	1271	93%	950	950	100%
Other than permanent	8168	7009	86%	7774	7540	97%
Total	9537	8280	87%	8724	8490	97%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/ D)
Employees										
Permanent	1579	0	0%	1579	100%	1427	0	0%	1427	100%
Male	1483	0	0%	1483	100%	1362	0	0%	1362	100%
Female	96	0	0%	96	100%	65	0	0%	65	100%
Other than permanent	5	0	0%	5	100%	4	0	0%	4	100%
Male	4	0	0%	4	100%	4	0	0%	4	100%
Female	1	0	0%	1	100%	0	0	0%	0	0%
Workers										
Permanent	950	0	0%	950	100%	950	0	0%	950	100%
Male	945	0	0%	945	100%	945	0	0%	945	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Other than permanent	7785	0	0%	7785	100%	8724	0	0%	8724	100%
Male	7318	0	0%	7318	100%	8507	0	0%	8507	100%
Female	467	0	0%	467	100%	217	0	0%	217	100%

3 a	Details of remuneration/salary/wages, in the following format:				
	Category	**Male**		**Female**	
		Number	**Median remuneration/ salary/ wages of respective category (INR in million)**	**Number**	**Median remuneration/ salary/ wages of respective category (INR)**
	Board of Directors (BoD)	5	25.33	1	4.28
	Key Managerial Personnel	5	28.55	-	-
	Employees other than BoD and KMP	1487	0.59	97	0.41
	Workers	8263	0.24	472	0.22

3 b	Gross wages paid to females as % of total wages paid by the entity, in the following format:		
		FY 2024-25 (Current Financial Year)	**FY 2023-24 (Previous Financial Year)**
	Gross wages paid to females	59.585 Million INR	69.286 million INR
	Total wages	2604.7 Million INR	3316.0 Million INR
	Gross wages paid to females as % of total wages	2.3%	2.1%

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, Grievance handling committee.

5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	If an employee faces any difficulty that interferes with his/her performance, the concerned employee can report the same and seek redressal. The aggrieved employee can submit the grievance in writing to the Department Head and HR department. In the event of his/ her supervisor failing to resolve the grievance within a week from the date of representation or if he/she is not satisfied with the decision of the supervisor. The employee is allowed to approach the Management through the HR department only if the grievance is not resolved by the Department Head and HR department. The Management reviews the grievances, and the decisions are conveyed to the aggrieved employee within five working days.

		Grievances received through the Union Committee are discussed periodically based on requirements in the presence of the Management team and Union team.

<table>
<tr><td>6</td><td colspan="7">Number of Complaints on the following made by employees and workers:</td></tr>
<tr><td rowspan="2"></td><td rowspan="2">Category</td><td colspan="3">FY 2024-25
(Current Financial Year)</td><td colspan="3">FY 2023-24
(Previous Financial Year)</td></tr>
<tr><td>Filed during the year</td><td>Pending resolution at the end of year</td><td>Remarks</td><td>Filed during the year</td><td>Pending resolution at the end of year</td><td>Remarks</td></tr>
<tr><td></td><td>Sexual Harassment</td><td colspan="3" rowspan="6">NIL</td><td colspan="3" rowspan="6">NIL</td></tr>
<tr><td></td><td>Discrimination at workplace</td></tr>
<tr><td></td><td>Child Labour</td></tr>
<tr><td></td><td>Forced Labour/Involuntary Labour</td></tr>
<tr><td></td><td>Wages</td></tr>
<tr><td></td><td>Other human rights related issues</td></tr>
<tr><td></td><td colspan="7"></td></tr>
<tr><td>7</td><td colspan="7">Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:</td></tr>
<tr><td></td><td colspan="3"></td><td colspan="2">FY 2024-25
(Current Financial Year)</td><td colspan="2">FY 2023-24
(Previous Financial Year)</td></tr>
<tr><td></td><td colspan="3">Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</td><td colspan="2" rowspan="3">NIL</td><td colspan="2" rowspan="3">NIL</td></tr>
<tr><td></td><td colspan="3">Complaints on POSH as a % of female employees / workers</td></tr>
<tr><td></td><td colspan="3">Complaints on POSH upheld</td></tr>
</table>

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company has a policy against any form of discrimination based on race, sex, nationality, religion, age, disability, sexual orientation, medical condition or language, as protected by the law. Additionally, the Company has a Prevention of Sexual Harassment Policy (POSH) and Internal Committees (IC) at each location to address any issues related to sexual harassment at the workplace.

		The investigation process ensures strict confidentiality of the matter, the complainant and witnesses. In case the complainant feels targeted, he/she can inform the Internal Committees for required action to be taken to ensure the complainant's safety.
9	Do human rights requirements form part of your business agreements and contracts? **(Yes/ No)**	Yes
10	Assessments for the year:	
	Category	**% 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	
11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	No concerns were raised during the assessments that required corrective action.

LEADERSHIP INDICATORS

1	Details of a business process being modified / introduced because of addressing human rights grievances/complaints.	The Company strives to sensitise employees and workers on human rights through its training programs. As there were no grievances related to human rights, no business process was modified or introduced.
2	Details of the scope and coverage of any Human rights due diligence conducted	Sustainability audit conducted by the customers. The Responsible Business Alliance conducted by OEMs covered a range of topics including human rights, child labour, forced labour, working hours, overtime control, health and safety, freedom of movement, and wages.
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?	For visitors with disabilities, Sansera Engineering Limited has a visitor's office on the ground floor in certain premises.
4	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed

	Child labour	65%
	Forced/involuntary labour	65%
	Sexual harassment	65%
	Discrimination at workplace	65%
	Wages	65%
	Others – please specify	65%
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	No concerns were raised during the assessments that required corrective action.

P6	Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
From renewable sources			
	Total electricity consumption (A) (in GJ)	272744	239428
	Total fuel consumption (B)	-	-
	Energy consumption through other sources (C)	-	-
	Total energy consumed from renewable sources (A+B+C) (in GJ)	272744	239428
	From non-renewable sources		
	Total electricity consumption (D) (in GJ)	200969	201265
	Total fuel consumption (E) (in GJ)	87904.71	80186
	Energy consumption through other sources (F) (in GJ)	0	0
	Total energy consumed from non-renewable sources (D+E+F) (in GJ)	288874	281451
	Total energy consumed (A+B+C+D+E+F) (in GJ)	561617.43	520878
	Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (in GJ/ ₹Mn)	20.66	20.44
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (in GJ/ ₹Mn adjusted for PPP)	462.68	457.91
	Energy intensity in terms of physical output (in GJ/ unit of product)	0.00426	0.00462
	Energy intensity (*optional*) – the relevant metric may be selected by the entity		-
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	Yes, TUV SUD	

Note: 1) Total fuel consumption value changed for the year **2023-24 due to re-consideration in **PNG conversion factor** and mobile consumption data under **contract services** (Scope 3 emissions). Hence the Energy Intensity changes accordingly.

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.
	Not applicable to Sansera, as we are not a designated consumer

3	Provide details of the following disclosures related to water, in the following format:		
S. No.	**Parameter**	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Water withdrawal by source (in kilolitres)		
i	Surface water	0	0
ii	Groundwater	56366.62	72267
iii	Third party water	116535.54	88815
iv	Seawater / desalinated water	0	0
v	Other	43696.84	37460
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	216599	198543
	Total volume of water consumption (in kilolitres)	199414	194318
	Water intensity per rupee of turnover (Water consumed / revenue from operations) (in KL / ₹ Mn)	7.33	7.62
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (in KL / ₹ Mn adjusted for PPP)	149.98	170.829
	Water intensity in terms of physical Output (in kL/ unit of product)	0.00151	0.00167
	Water intensity (*optional*) – the relevant metric may be selected by the entity	-	-
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	Yes, Limited assurance has been carried out by external agency (TUV SUD)	

4	Provide the following details related to water discharged:			
	Parameter		**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Water discharge by destination and level of treatment (in kilolitres)			
	To Surface water	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	To Groundwater	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	To Seawater	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	Sent to third parties	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	Others	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.		Y	Yes, Madhav Associates

5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation	The Company operates treatment plants that reuse treated water for gardening purposes at most facilities. Both Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) are implemented. Among the 17 plants, 4 have both ETP and STP, while 15 have STP. Additionally, two non-manufacturing plants utilize a soak pit and septic tank. The treated water from these systems is repurposed for gardening. Specifically, Plant 4 in Manesar and Plant 6 in Rudrapur have wastewater treatment systems, with the treated water subsequently sent to the Common Effluent Treatment Plant (CETP).

6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	**Please specify unit**	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	NOx	mg/Nm3	40.82	17.50
	SOx	mg/Nm3	22.1	9.30
	Particulate Matter (PM)	mg/Nm3	46.0	57.10

	Persistent organic pollutants (POP)		BDL	BDL
	Volatile organic compounds (VOC)		BDL	BDL
	Hazardous air pollutants (HAP)			SEL undertakes third-party lab testing for each of these air emission parameters, including NOx and SOx on a quarterly basis at all its locations to ensure the parameters are within permissible limits. This is done in addition to the Company's internal monitoring systems. The Company also submits the reports to the concerned authority and pollution board
	Others – please specify			
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, Madhav Associates approved by MoEF. MITCON Consultancy & Engineering Services Ltd. | Pune - MoEF approved lab. Universal analysis lab- NABL – TC5023 – Haryana Win met technologies private limited – UP – MoEF approved lab		
7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	**Unit**	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 in MT	7632.71	6697.86
	Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 in MT	40,584.61	39,693.85
	Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCo2e/Mn	1.77	1.82
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue	TCo2e/Mn adjusted for PPP	39.72	40.78

	from operations adjusted for PPP)			
	Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCo2e/unit of product	0.00037	0.00039
	Total Scope 1 and Scope 2 emission intensity (*optional*) – per ton of production	CO2 in MT/ton of production	-	-
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, Limited assurance has been carried out by an external agency (TUV SUD)		

****Note: Scope 1 for the year 2023-24 changed due to**

1) **Re-consideration of conversion factor for PNG as it was earlier considered in SCM**
2) **Previously Lubricant was considered in Scope 1. However, it is considered under scope 3 emission Inventory.**
3) **Contract services for mobile consumption were considered previously. This changes as the Inventory will fall under scope 3 emissions.**
4) **As the Scope 1 changes, the emission Intensity for 23-24 also changes accordingly.**

Scope 3 emissions

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3548.33	3883.87
Total Scope 3 emissions per rupee of turnover	Tonnes of CO2e per rupee of turnover	0.13	0.15
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Tonnes of CO2e per rupee of turnover	___	___

Note: Scope 3 emissions are considered for three categories such as Employee commuting, Business travel and Waste generated from Operations. Sansera is working on further applicable categories. Over 90% of the waste generated from operations are recycled such as steel scrap, boring scrap, aluminium scrap etc.

8	Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Yes, Sansera has various projects to reduce greenhouse gas emissions. Introduced **fluke machines** to detect leakage in compressors.1200 kW solar rooftop available in 4 plants. SEC (Specific energy consumption)

		reduction year on year as part of EnMS (Energy management system) journey. Additional 400 KWP solar roof top installed in Plant 5. Wind & Solar energy procurement - 60% of total consumption across all plants (90% in Karnataka plants) Auto cutoff of machinery and equipment power during idle time. Hydraulic Intermittent power pack is Introduced to reduce power consumption. More than 90,000 KWH is saved through washing machine (OMETA Oil) for machines. Usage of Heat pump instead of electric heater for washing machine. Acs is replaced with Inverter Acs. Procurement of IE3 and IE4 motors with 93% to 95% energy efficiency Waste heat recovery by using compressors in washing machines in place of electric heaters Aluminium transient pipes are used for compressed air distribution to reduce pressure loss. Energy efficient air screw compressors procured. Energy efficiency considered in inbuilt SPM machines. Pumps and motors have been optimized for lesser power consumption in Sansera deep hole drilling machines. LPG to PNG conversion in all plants. Photosensors adopted for lightings.

9	**Provide details related to waste management by the entity, in the following format:**		
	Parameter	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
Total Waste generated (in metric tonnes)			
	Plastic waste (A)	73.98	66.8
	E-waste (B)	4.66	7.24
	Bio-medical waste (C)	0.10	0.06
	Construction and demolition waste (D)	9.48	60.5
	Battery waste (E)	6.48	36.20
	Radioactive waste (F)	0.0	0
	Other Hazardous waste. Please specify, if any. (G)	1901.03	1837.94
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	31045.19	27925.0
	Total (A+B + C + D + E + F + G + H)	33031.92	29934

	Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations)	1.21	1.17
	Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) (Total Revenue waste from generated / operations adjusted for PPP)	27.21	26.32
	Waste intensity in terms of physical output	0.000251	0.000257
	Waste intensity (*optional*) – the relevant metric may be selected by the entity		-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
	Category of waste		
i	Recycled	31491	28445.32
ii	Reused	0.0	0.0
iii	Other recovery operations	977.37	973
	Total	32477	29418.32
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
	Category of waste		
i.	Incineration	563	510.87
ii.	Landfill	0.27	0.83
iii.	Other disposal methods	0.0	0.00
	Total	563.27	511.7
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	Yes, Limited assurance is carried out by TUV SUD.	

****Note: Recycled waste in 2023-24 changed due to calculation differences.**

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.	Sansera has established the following waste management practices: 1. Segregation of all the waste at source with colour coded bins. 2. Separate storage locations for both Hazardous and non-hazardous waste. (Stored via 3C method- covered, concrete, container) and non-hazardous waste (stored via 3C method) 3. Maintained quantity register for generation and disposal (Form -3, 8 & 10) 4. Sansera has a Monitoring & Measurement Plan where Initiatives like recollection of cotton waste & recollection of used oil by using centrifugal pump, re-use of plastic bins & cans are undertaken. 5. Procedure for waste management Environment Occupational Health and safety Procedure-20 ,23A & 24) is followed.

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:**		
S. No.	**Location of operations/ offices**	**Type of operations**	**Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.**
	SEL does not have any plants around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests and coastal regulation zones).		

12	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					
S. No.	**Name and brief details of project**	**EIA Notification No.**	**Date**	**Whether conducted by independent external agency (Yes / No)**	**Results communicated in public domain (Yes / No)**	**Relevant Web link**
Not Applicable						

13	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder **(Y/N)**. If not, provide details of all such non-compliances, in the following format:	Yes, SEL is compliant with all the applicable environmental laws.		
S. No.	**Specify the law / regulation / guidelines which was not complied with**	**Provide details of the non-compliance**	**Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts**	**Corrective action taken, if any**
	Not Applicable			

LEADERSHIP INDICATORS

<table>
<tr><td>1</td><td colspan="4">Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):</td></tr>
<tr><td></td><td colspan="4">For each facility / plant located in areas of water stress, provide the following information:</td></tr>
<tr><td></td><td>(i) Name of the area</td><td colspan="3" rowspan="2">Sansera does not withdraw, consume or discharge water in areas of water stress.</td></tr>
<tr><td></td><td>(ii) Nature of operations</td></tr>
<tr><td></td><td colspan="4">(iii) Water withdrawal, consumption and discharge in the following format:</td></tr>
<tr><td></td><td colspan="2">Parameter</td><td>FY 2024-25 (Current Financial Year)</td><td>FY 2023-24 (Previous Financial Year)</td></tr>
<tr><td></td><td colspan="2">Water withdrawal by source (in kilolitres)</td><td colspan="2" rowspan="22">0</td></tr>
<tr><td></td><td colspan="2">To Surface water</td></tr>
<tr><td></td><td colspan="2">To Groundwater</td></tr>
<tr><td></td><td colspan="2">To Seawater</td></tr>
<tr><td></td><td colspan="2">Sent to third parties</td></tr>
<tr><td></td><td colspan="2">Others</td></tr>
<tr><td></td><td colspan="2">Total volume of water withdrawal (in kilolitres)</td></tr>
<tr><td></td><td colspan="2">Total volume of water consumption (in kilolitres)</td></tr>
<tr><td></td><td colspan="2">Water intensity per rupee of turnover (Water consumed / turnover)</td></tr>
<tr><td></td><td colspan="2">Water intensity (optional) – the relevant metric may be selected by the entity</td></tr>
<tr><td></td><td colspan="2">Water discharge by destination and level of treatment (in kilolitres)</td></tr>
<tr><td></td><td rowspan="2">To Surface water</td><td>No treatment</td></tr>
<tr><td></td><td>With treatment – please specify level of treatment</td></tr>
<tr><td></td><td rowspan="2">To Groundwater</td><td>No treatment</td></tr>
<tr><td></td><td>With treatment – please specify level of treatment</td></tr>
<tr><td></td><td rowspan="2">To Seawater</td><td>No treatment</td></tr>
<tr><td></td><td>With treatment – please specify level of treatment</td></tr>
<tr><td></td><td rowspan="2">Sent to third-parties</td><td>No treatment</td></tr>
<tr><td></td><td>With treatment – please specify level of treatment</td></tr>
<tr><td></td><td rowspan="2">Others</td><td>No treatment</td></tr>
<tr><td></td><td>With treatment – please specify level of treatment</td></tr>
<tr><td></td><td colspan="2">Total water discharged (in kilolitres)</td></tr>
<tr><td></td><td colspan="2">Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</td><td colspan="2">No</td></tr>
</table>

3With 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. SEL does not have any plants around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests and coastal regulation zones, among others). The Company is in industrial areas/estates, as a result its impact on biodiversity is minimal.

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	Efficient preventive maintenance measures for DG and furnaces	Periodical maintenance is carried out to avoid unwanted breakdowns	Increased efficiency
2	STP and ETP	STP - waste water is treated and used for gardening ETP - Effluents are treated and sent to an authorised agency and treated water is used for gardening	Reduced water consumption
3	Solar and wind energy usage	Solar and wind are power used for utility power consumptions	CO_2 emission reduced (Scope 2)
4	Eco-friendly coolant used to reduce load on the ETPs	Eco-friendly-based coolant is used to increase the life and reduce the operating cost of the ETP	Reduced natural resource consumption

5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	The company has established a robust enterprise risk management framework and processes, focusing on the proactive identification and treatment of risks to mitigate their impacts effectively. It allocates adequate resources and management energy towards ensuring business continuity management systems are resilient. Internal systems and capabilities are continually improved with redundancies to enhance operational reliability. The organization adheres to BCMS and Disaster Management Plans aligned with National Disaster Management Authority guidelines, ensuring readiness to manage such circumstances adeptly. Compliance with relevant laws, regulations, and international standards, including ISO 22301, is rigorously maintained across all operational areas. The company prioritizes policy communication, stakeholder training, and regular testing to ensure organizational readiness, with periodic reviews for continuous improvement. Additionally, plans are underway to implement a public addressing system for Plant 12 in 2025.
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.	SEL conducts systemic assessments before onboarding a supplier. If the supplier is determined to be at high risk (significant impact to the environment), the supplier is not onboarded. Through this process the Company endeavours to minimise the impact of the value chain on the environment. Wastewater, air quality, noise pollution aspects are covered in these assessments.
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	65%

P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1a	Number of affiliations with trade and industry chambers/ associations.	6	
1b	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, in the following format		
S. No.	**Name of the trade and industry chambers/ associations**	**Reach of trade and industry chambers/ associations (State/ National)**	
1	The Automotive Component Manufacturers Association of India (ACMA)	National	
2	Bidadi Industries Association (BIA)	State	
3	Bangalore Chamber of Industry and Commerce (BCIC)	State	
4	Society of Indian Aerospace technologies and industries (SIATI)	National	
5	Confederation of Indian Industry	National	
6	Federation of Indian Chambers of Commerce and Industry (FICCI)	National	
2	Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.	NIL	
S. No.	**Name of authority**	**Brief of the case**	**Corrective action taken**
	No adverse order was received in previous Financial Year		

P8	Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
S. No.	**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					
S. No.	**Name of Project for which R&R is ongoing**	**State**	**District**	**No. of Project Affected Families (PAFs)**	**% of PAFs covered by R&R**	**Amounts paid to PAFs in the FY (In INR)**
	Not Applicable					

3	Describe the mechanisms to receive and redress grievances of the community.	Investor grievance contact details have been made available on SEL's website. This is applicable to all stakeholders of the Company including communities. All grievances are resolved within a week. Furthermore, in person complaints made to the respective plants are directed to plant management for further steps and resolution.

4	**Percentage of input material (inputs to total inputs by value) sourced from suppliers**		
	Category	**FY 2024-25 (Current Financial Year)**	**FY 2023-24 (Previous Financial Year)**
	Directly sourced from MSMEs/ small producers	20%	4%
	Sourced directly from within the district and neighbouring districts	Within district – 10.5% Neighbouring district-2.5%	Within District- 2.5 %, Neighbouring District- 1.5%
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost		
	Location	**FY-2024-25 (Current Financial year)**	**FY 2023-24 (Previous Financial Year)**
	Rural	11.3%	11.1%
	Semi-urban	-	-
	Urban	88.7%	88.9%
	Metropolitan	-	-

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

LEADERSHIP INDICATORS

1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):	
S. No.	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)**
	Not Applicable		

3a	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	No
b	From which marginalized /vulnerable groups do you procure?	Not Applicable
C	What percentage of total procurement (by value) does it constitute?	Not Applicable

4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:			
	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	"Benefit shared	Intellectual Property based on traditional knowledge
	Not Applicable			

5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		
	Name of authority	Brief of the Case	Corrective action taken
	Not Applicable		

6	Details of beneficiaries of CSR Projects:		
S. No.	**CSR Project FY 24-25**	**No. of persons benefitted from CSR Projects**	**% of beneficiaries from vulnerable and marginalized groups**
1	School, Education development programs (23 Government schools)	6185	100% rural & semi urban people
2	Scholarship Programs to students from PUC to Degree courses	613	Economically weaker sections - 100%
3	Education support at Vivek Nagar slum dwelling Girl students (School fees, Evening Snacks)	452	Single parent and economically weaker section- 100%
4	Blood donation camps through Sansera employees - 618 Units	1198 Units	
5	5S activities Implemented across government schools and Infrastructure development such as painting, Windows, plumbing etc	2136	Economically weaker sections - 100%

6	Co-curricular activities such as Yoga, Music, Physical education etc at government schools	6832	Economically weaker sections - 100%
7	Toilet maintenance programs at Government schools	10552	Economically weaker sections - 100%
8	As part of academics, NMMS special classes conducted for 30 schools	611	
9	Career Counselling programs conducted for Govt school teachers & students	2448	Students are mostly from Economically weaker sections- 100%
10	Students Industry Visits	427	Economically weaker sections - 100%
11	National Automobile Olympiad 2024 was conducted in 6 govt schools.	82	Economically weaker sections - 100%
12	Mental health program conducted in 7 Govt schools	2284	Economically weaker sections - 100%
13	Tree Plantation programs at Adugodi Police Station and at Bommasandra Lake	1230	Not applicable
14	Support to Animal Rehabilitation centre in M/s Mylos at Bengaluru	220	Not applicable
15	Scouts & Guides Uniform distribution to 13 Govt schools	497	Economically weaker sections - 100%

P9 Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company has a B2B business model. The Company's Quality Team ensures that its customers receive quality products and is also responsive to cater to their grievances if need be. The consumer complaints management system offers several avenues for submission: options include contacting through calls or email IDs. Priority is given to submitting complaints via their portal as the primary method. Alternatively, complaints can be submitted via email as a secondary option.
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	
		As a percentage to total turnover
	Environmental and social parameters relevant to the product	Nil
	Safe and responsible usage	
	Recycling and/or safe disposal	

3	Number of consumer complaints in respect of the following:						
	Category	**FY 2024-25 (Current Financial Year)**			**FY 2023-24 (Previous Financial Year)**		
		Received during the year	**Pending resolution at end of year**	**Remarks**	**Received during the year**	**Pending resolution at end of year**	**Remarks**
	Data privacy	There were no complaints received on Data Privacy/Advertising/Cyber-security/Delivery of essential services/Restrictive Trade Practices/ Unfair Trade Practices.					
	Advertising						
	Cyber-security						
	Delivery of essential services						
	Restrictive Trade Practices						
	Unfair Trade Practices						
	Other						

4	**Details of instances of product recalls on account of safety issues:**		
		Number	**Reasons for recall**
	Voluntary recalls	Not Applicable	
	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.	Yes, SEL places a strong emphasis on cyber security. The Company prioritises the protection of official documents and data from unauthorised access. The Company has an Information Technology Acceptable Use Policy and Privacy Policy – these are internal documents for Company use only. Sansera IT Cyber Security Policy - Final v1.docx
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.	No incidents related to the same have occurred in the assessment year.
7	Provide the following information relating to data breaches:	
a	Number of instances of data breaches	0
b	Percentage of data breaches involving personally identifiable information of customers	0
c	Impact, if any, of the data breaches	There were no data breaches.

LEADERSHIP INDICATORS

1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	https://sansera.in/
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	Sansera primarily sells its products to Original Equipment Manufacturers (OEMs) and ensures that all products meet the highest quality standards. The company rigorously adheres to regulations concerning banned substances, guaranteeing that none of their products contain materials that are prohibited. This includes full compliance with the Substance of Concern in Products (SoC) guidelines, the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) regulation, and the Restriction of Hazardous Substances (RoHS) directive.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Not Applicable
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey about 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)	No