

# Business Responsibility and Sustainability Report

## Our Journey:

At Solar, we are continuously striving to expand our sustainability efforts to encompass our responsibilities to society and the environment. We understand that sustainability is an ongoing journey without specific milestones or endpoints. Therefore, we are committed to driving sustainability through our strong governance and integrating initiatives across our operations and extending to the broader community.

## Section A: General Disclosures

### I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74999MH1995PLC085878
2	Name of the Listed Entity	Solar Industries India Limited
3	Year of incorporation	24/02/1995
4	Registered office address	"Solar" House,14, Kachimet, Amravati Road, Nagpur – 440023
5	Corporate address	"Solar" House,14, Kachimet, Amravati Road, Nagpur – 440023
6	E-mail	<a href="mailto:brr@solargroup.com">brr@solargroup.com</a>
7	Telephone	0712-6634555
8	Website	<a href="http://www.solargroup.com">www.solargroup.com</a>
9	The financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11	Paid-up Capital	90490055 Equity shares of ₹ 2/- each amounting ₹ 18.10 Crores
12	Name of the Contact Person	Mrs. Khushboo Pasari
	Telephone	0712- 6634555
	Email address	<a href="mailto:khushboo.pasari@solargroup.com">khushboo.pasari@solargroup.com</a>
13	Reporting Boundary	The disclosures made in the BRSR Report are on the Standalone basis

### II. Product/Services

#### 14. Details of business activities (Accounting for 90% of the entity's turnover on standalone basis.)

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Manufacturing of Industrial Explosives & Initiating Systems	Manufacturing of Industrial Explosives	95

### II. Product/Services

#### 15. Products/ Services sold by the entity (Accounting for 90% of the entity's turnover on standalone basis.)

S. No.	Product/ Service	NIC Code	% Of Total Turnover contributed
1.	Industrial Explosives and Initiating Systems	24292	95

Please refer to Company's website ([www.solargroup.com](http://www.solargroup.com)) for complete details of products.

### III. Operations

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

Location	Number of Plants	No. of Offices	Total
National	25	3	28
International	NA	NA	NA

The Company's operations are spread across the Country. Details of Plant locations are provided under section of shareholders Information in the Corporate Governance Section of the Integrated Annual Report FY 23.

**17. Market served by the entity****a. Number of Locations:**

Location	Numbers
National (No. of States)	We offer products in PAN India
International (No. of Countries)	Solar has presence in more than 75 countries.

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

On standalone basis exports contributed 5% in the total turnover of the Company.

**C. A brief on types of customers**

Solar is one of the leading Companies in the manufacturing of Explosives for mining and defence applications. The industries catered by Solar are:

1. CIL (Coal India Limited)
2. Non CIL & Institutional
3. Housing & Infrastructure
4. Exports & overseas
5. Defence

**IV. Employees****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total No.(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent Employees (D)	790	732	92.7	58	7.3
2	Other than Permanent Employees (E)	-	-	-	-	-
3	Total Employees (D + E)	790	732	92.7	58	7.3
<b>Workers</b>						
4	Permanent (F)	991	959	96.8	32	3.2
5	Other than Permanent (G)	2536	1893	74.6	643	25.4
6	Total Workers (F + G)	3527	2852	80.9	675	19.1

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total No.(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent Employees (D)	0	0	0	0	0
2	Other than Permanent Employees (E)	0	0	0	0	0
3	Total Employees (D + E)	0	0	0	0	0
<b>Workers</b>						
4	Permanent (F)	3	3	100	0	0
5	Other than Permanent (G)	2	2	100	0	0
6	Total Differently Abled Employees (F + G)	5	5	100	0	0

**19. Participation/ Inclusion/ Representation of women**

S. No.	Category	Total No. (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.5
2	Key Management Personnel	6	2	33.33

## 20. Turnover rate for permanent employees and workers

Category	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.02%	1.88%	12.90%	10.11%	2.41%	12.52%	7.39%	2.61%	10%
Permanent Workers	12.03%	0.39%	12.42%	11.88%	0.22%	12.10%	11.61%	0.39%	12%

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

## 21. Names of holding/ subsidiary/ associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding/ Subsidiary/ Associate / or 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.	Economic Explosives Limited	Subsidiary	100	Yes
2.	Solar Defence Limited	Subsidiary	100	No
3.	Solar Defence Systems Limited	Subsidiary	100	No
4.	Emul Tek Private Limited	Subsidiary	100	No
5.	Solar Avionics Limited	Subsidiary	100	No
6.	Solar Explochem Limited	Subsidiary	100	No
7.	Solar Overseas Mauritius Limited	Subsidiary	100	No
8.	Solar Explochem Zambia Limited	Step down Subsidiary	-	No
9.	Nigachem Nigeria Limited	Step down Subsidiary	-	No
10.	Solar Patlayici Maddeler San. A.S.	Step down Subsidiary	-	No
11.	Solar Overseas Netherlands B.V.	Step down Subsidiary	-	No
12.	Solar Mining Services Pty Limited, South Africa	Step down Subsidiary	-	No
13.	P.T. Solar Mining Services	Step down Subsidiary	-	No
14.	Solar Nitro Ghana Limited	Step down Subsidiary	-	No
15.	Solar Madencilik Hizmetleri A.S.	Step down Subsidiary	-	No
16.	Solar Overseas Netherlands Cooperative U.A.	Step down Subsidiary	-	No
17.	Solar Overseas Singapore Pte Limited	Step down Subsidiary	-	No
18.	Solar Industries Africa Limited	Step down Subsidiary	-	No
19.	Solar Nitro Zimbabwe (Private) Limited	Step down Subsidiary	-	No
20.	Solar Nitro Chemicals Limited	Stepdown Subsidiary	-	No
21.	Solar Mining Services Pty Limited, Australia	Step down Subsidiary	-	No
22.	Solar Mining Services Cote D'ivoire Limited Sarl	Step down Subsidiary	-	No
23.	Solar Venture Company Limited	Step down Subsidiary	-	No
24.	Solar Mining Services Burkina Faso Sarl	Step down Subsidiary	-	No
25.	Solar Mining Services Albania	Step down Subsidiary	-	No
26.	Solar Nitro SARL	Step down Subsidiary	-	No
27.	Astra Resources Pty Limited, South Africa	Joint Venture	-	No
28.	ZMotion Autonomus Systems Private Limited	Associate	45	No

## VI. CSR Details

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

Yes, CSR is applicable under section 135 of Companies Act, 2013.

(ii) Turnover of the Company for FY 23 is: ₹ 4162.24 Crore

(iii) Net worth of the Company for FY 23 is: ₹ 1767.42 Crore

## VII. Transparency and Disclosures Compliances

## 23. 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 the grievance redress policy) (Refer note: 2)	FY 23			FY 22		
		No. of complaints filed during the year	No. of complaints pending resolution at the close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at the close of the year	Remarks
Communities	Yes, Solar has a structured process for engaging with the communities in the vicinity of the Company operations. During FY 23, no grievances were raised by the communities during such interactions.	Nil	NA	NA	Nil	NA	NA
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes, During FY 23, one complaint of shareholder is pending.	Nil	1	The details about the pending shareholder complaint of Shri KailashChandra Nuwal is provided in the Corporate Governance Report forming part of this Integrated Annual Report FY 23.	Nil	1	The details about the pending shareholder complaint of Shri KailashChandra Nuwal is provided in the Corporate Governance Report forming part of this Integrated Annual Report FY 23.
Customers	Yes, Robust systems have been put in place across Solar Businesses to continuously engage with consumers for gathering feedback and address their concerns, if any, in a timely manner.	10	NIL	NA	24	NIL	NA
Value Chain Partners	Yes, As per the Company's Code of Conduct for Suppliers and Service Providers, they are encouraged to report any known or suspected improper behaviour of any of the Solar employees. Such reports are treated in a confidential manner.	Nil	NA	NA	Nil	NA	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for the grievance redress policy) (Refer note: 2)	FY 23			FY 22		
		No. of complaints filed during the year	No. of complaints pending resolution at the close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at the close of the year	Remarks
Employees and workers	Yes, Solar has a Grievance Redressal Procedure with appropriate systems and mechanisms to address employee concerns and complaints pertaining to human rights and labour practices. It aims to facilitate structured discussions and resolutions of the grievances raised on labour practices and human rights.	Nil	NA	NA	Nil	NA	NA

The Policies are hosted on the website of the Company [www.solargroup.com](http://www.solargroup.com)

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

The Company conducts materiality assessments to identify the material issues including environmental and social ones and understand the relative importance of these issues for its stakeholders and its business. Accordingly specific action plans are devised for addressing each material issue at regular intervals. Such assessments help in identifying key drivers for value creation over a period. In FY 22, Solar engaged with a diverse set of internal and external stakeholders in order to update its materiality matrix. Going forward, Solar will continue to engage with its key internal and external stakeholders on an ongoing basis to ensure a more dynamic materiality assessment.

Solar has robust Risk Management System covering operational, Environmental, social and Governance related Risks. For more information on Risk Management Framework, 'Strategic Risk Management' and 'Material Issues' refer to sections of ESG and Integrated Annual Report FY 23.

Material Issue Identified	Indicate whether risk or opportunity	The rationale for identifying the risk/ opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity
Climate Change, Energy and Emissions	Risk/ Opportunity	<ul style="list-style-type: none"> <li><b>Risk:</b> Climate risk can pose challenges to our operations(production &amp; Supply chain disruption) due to harsh climatic conditions (flood, cyclone, higher temperature etc.)</li> <li><b>Opportunity:</b> Climate adaptation and mitigation are key to building a future-ready organisation. They can also reduce operational costs and drive greater efficiencies for the business.</li> </ul>	<ul style="list-style-type: none"> <li>Climate change pose risk to our operations, to mitigate the same we are accelerating the process of decarbonization and stimulating activity along the value chain.</li> <li>We are monitoring our emissions and establishing goals and targets along with implementation of energy saving and energy efficiency measures.</li> </ul>	Negative/ Positive

Material Issue Identified	Indicate whether risk or opportunity	The rationale for identifying the risk/ opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity
Environmental Risk and Compliance	Risk	<ul style="list-style-type: none"> <li>Explosive industry is subjected to various government's laws and regulations. Non-compliance to these regulations can result in monetary forfeiture, legal fines and penalties, harm to brand reputation, loss of business opportunities, and a loss of value.</li> </ul>	<ul style="list-style-type: none"> <li>We are dedicated to improving our environmental performance and maintaining positive legal compliance.</li> <li>The Company is ISO 14001 certified and has well established Environmental Management System which ensures continuous monitoring and subsequent improvement of environmental parameters.</li> </ul>	Negative/ Positive
Water Conservation and Management	Risk	<ul style="list-style-type: none"> <li>Effective water management is crucial for the Company's operations, as continuous and reliable water sourcing is vital to its functioning.</li> <li>As climate changes and droughts become more frequent, water availability is becoming a significant risk in various regions.</li> </ul>	<ul style="list-style-type: none"> <li>The Company not only meets the statutory criteria set by regulatory authorities for water sourcing but also takes proactive measures to optimize its usage. The Company's water management strategy includes reducing freshwater consumption, implementing water recycling/ reuse, and promoting water-saving initiatives.</li> </ul>	Negative
Waste and Hazardous Materials Management	Risk	<ul style="list-style-type: none"> <li>Mismanagement of hazardous materials can jeopardize the well-being and safety of employees, while also resulting in considerable environmental harm, including contamination of soil and water.</li> </ul>	<ul style="list-style-type: none"> <li>We have a well-established waste management practice in place which ensure the appropriate waste disposal as per the waste category defined by the State Pollution Control Board.</li> </ul>	Negative
Occupational Health and Safety	Risk	<ul style="list-style-type: none"> <li>Our nature of operation is sensitive and even a small non-adherence to any of the safety measures can result in injury or loss of lives and affect business sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>Our Company has SHE framework in place to ensure safe operations.</li> <li>We provide safety training and conduct periodic safety audits, to enforce safety protocols.</li> <li>Our organization has adopted safety and health standards that are considered benchmarks within the global industry.</li> </ul>	Negative
Employee Health and wellbeing	Opportunity	<ul style="list-style-type: none"> <li>Solar ensures access to healthcare services, wellness programs and other benefits that help employees maintain a healthy work-life balance. Providing such opportunities can lead to improved employee satisfaction, increased productivity, and reduced absenteeism and turnover rates.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Positive
Human Rights	Risk	<ul style="list-style-type: none"> <li>We are committed to uphold human rights of our employees, communities and other stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>We have human rights policy which ensures that any non-compliance related to human rights will be addressed and resolved in a timely manner.</li> </ul>	Negative

Material Issue Identified	Indicate whether risk or opportunity	The rationale for identifying the risk/ opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity
Diversity and Inclusion	Opportunity	<ul style="list-style-type: none"> <li>Developing a diverse and inclusive work culture enables an organisation's position as an employer of choice.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Positive
Customer Satisfaction	Opportunity	<ul style="list-style-type: none"> <li>Customer relationship management plays a significant role in our business operations.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Positive
Data Privacy & Security	Risk	<ul style="list-style-type: none"> <li>Safeguarding the security of the data and the entire value chain, particularly customers is important for its business operations.</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding the security of the data and the entire value chain through cyber risk assessment and implementation of business continuity plan for IT platforms.</li> </ul>	Positive/ Negative
Skill Development	Opportunity	<ul style="list-style-type: none"> <li>Creating a best employee experience and gaining recognition as one of the good employers in our main operating areas will aid us in attracting, hiring, and retaining talented individuals.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Positive
Supply Chain Management and Materials Sourcing	Risk	<ul style="list-style-type: none"> <li>We are facing risks in supply chain management and materials sourcing, transportation, regulatory compliance, and supplier relationship.</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing the supply chain management by developing innovative technology and working with reliable partners.</li> <li>We are developing innovative logistics solutions that can reduce transport costs and enhance safety.</li> </ul>	Negative/ Positive
Regulatory Compliance	Opportunity	<ul style="list-style-type: none"> <li>Regulatory compliance is an opportunity for our industry to demonstrate its commitment for sustainable operations and market presence across the global.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Positive
Innovation and R&D	Opportunity	<ul style="list-style-type: none"> <li>Investing in research and development, product testing, and continuous improvement can lead to innovative products that meet customers' needs and exceed their expectations.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Positive
Ethical Business Conduct	Opportunity	<ul style="list-style-type: none"> <li>Non-compliance with ethical business practices and integrity-related obligations can lead to legal fines and penalties, financial losses, damage to brand reputation, missed business opportunities, and a decrease in company value.</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>	Negative/ Positive

## Section B: Management and Process Disclosures

The objective of this section is to assist enterprises in showcasing their establishment of structures, policies, and procedures to implement the NGRBC Principles and Core Elements, thereby exhibiting their commitment towards sustainability.

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
<b>1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board?</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web link of the policies, if available</b>	<a href="#">Policy on Anti-Corruption And Bribery</a>	<a href="#">Policy on Life Cycle Sustainability</a>	<a href="#">Policy on Employee Well-being</a>	<a href="#">Policy on Stakeholder Engagement</a>	<a href="#">Policy on Human Rights</a>	<a href="#">Policy on-Environment-Health-and-Safety</a>	<a href="#">Policy on Responsible-Advocacy</a>	<a href="#">CSR Policy</a>	<a href="#">Policy on Responsibility to Customers and their Engagement</a>
<b>2 Whether the entity has translated the policy into procedures.</b>	Guidelines & procedures have been developed in line with and covering all the 9 principles related to the respective policies.								
<b>3 Do the enlisted policies extend to your value chain partners?</b>	Yes, enlisted policies extend to our value chain partners.								
<b>4 Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	Solar's manufacturing facilities have well defined Quality, Environment, Health & Safety management systems in place and are aligned with the international (United Nations guidelines ISO 14001:2015, ISO 45001:2018, ISO 9001-2015, ISO/IEC 17025-2017) and national (NGRBC, NABL Certification) standards and guidelines.								
<b>5 Specific commitments, goals, and targets set by the entity with defined timelines, if any.</b>	We have procedures in place to track key parameters like customer complaints, shareholder complaints, employee satisfaction surveys, consumption of resources like water and energy consumption.								
<b>6 Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.</b>	<p>Solar has set short to medium targets for key priority areas like climate change, water stewardship, plastic waste and biodiversity conservation etc. The ESG section forming part of this Integrated Annual Report provides details about the ESG Objectives of the Company.</p> <p>In Order to achieve such targets, the Company has established management systems that entail regular monitoring of Environment KPI's and reviewing progress on a regular basis to ensure that businesses are aligned with ESG Goals. We track key parameters in policies and record it for learning and development to enhance our policies.</p> <p>Please refer ESG Section on page no. 56 of Integrated Annual Report FY 23 for more information.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, Leadership, and Oversight</b>									
<b>7 Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievement</b>	Please refer to the Chairman's and MD statement Section in Integrated Annual Report FY 23.								
<b>8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (is).</b>	At highest level the Board of Directors of the Company represented by Shri Manish Nuwal (Managing Director & Chief Executive Officer) has the primary role in the strategic supervision of the ESG Policies of the Company. The CSR Committee is there to ensure implementation of the Sustainability objectives of the Company. The SCRC Committee monitors and evaluates the compliance with these Policies.								
<b>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.i</b>	Yes, The Corporate Social Responsibility Committee is responsible for sustainability related issues.								

#### 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
<b>Performance against above policies and follow up action</b>	This policy will undergo regular reviews to ensure its appropriateness and will be updated as needed.																	
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	The Company is in compliance with applicable laws & regulations.																	

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	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
	Policies are currently evaluated internally. Third-party assessments and certifications will be conducted as and when required.								

## Section-C:

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

The Company has an exhaustive Code of Conduct which is based upon the principles of fairness, ethics and corporate governance and covers ethics, bribery and corruption. The Company expects all the employees to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct which includes handling of actual or apparent conflict of interests between personal and professional relationships, free from fraud and deception. Ethics and integrity are at the very heart of the work culture and applies to our stakeholders that include employees, customers, suppliers, government and the community.

Solar believes that since we employ societal and environmental resources, our governance processes must ensure that they are utilized in a manner that meets stakeholders' aspirations and societal expectations. The Solar's Code of Conduct as well as the Vigil Mechanism and Whistle Blower Policy ensure that the highest standards of personal and professional integrity are maintained within the Company.

**Essential Indicator****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%Age of persons in respective category covered by the awareness programmes
Board of Directors	2 Familiarisation Programs.  Quarterly presentations in Board and Committee Meetings	During FY 23, various updates were made at the Board and Committee meetings. Independent Directors in their capacity as members of various Committees of the Board were informed on developments relating to regulatory, economic, and operating environmental changes, new business initiatives, strategic investments, corporate governance, information technology, and various risk indicators. Familiarisation programs were arranged during the year for newly inducted Independent Directors of the Company. Further, updates on performance review, strategy and key regulatory developments, CSR initiatives and ESG are presented at the quarterly board meetings through presentations. The Board and Audit Committee is updated on key compliance, risk and audit observations, impact arising out of the issues along with management action plans. During FY 23, approximately 25 hours have been spent by the Board of Directors on various familiarization programs, attending Board/Committee meetings presentations, one-on-one and group sessions.	100
Key Management Personnel	4	Solar has designed training programs specifically for the leadership team, covering important topics to enhance their skills and competencies. The key training sessions covered important topics such as the Code of Conduct, which focused on corporate governance and good corporate citizenship. Additionally, the sessions addressed the Company's whistle-blower policy and its sustainability policies.	100
Employees other than BODs and KMPs	45 sessions covering 38 topics	The Company places great emphasis on employee learning and development. The employees undergo various training/ awareness sessions such as induction training at the time of joining, safety training, technical and compliance training during employment. During FY23 periodic awareness programs on topics like ESG, Code of Conduct, sexual harassment, Insider trading, Vigil mechanism, etc were conducted by the Company.	97
Workers	350	Safety training is provided to the workers on a continuous basis. Additionally, the Company has developed special training programs for the workers to enhance their skills. The key topics covered in such trainings are Job specific training, Safety and quality training, 5S etc.	90

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.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

b. Non-monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	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
NA	NA

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

Yes. The Company has an anti-corruption and anti-bribery policy, which is applicable to all its subsidiaries across the globe. The policy emphasizes our zero-tolerance approach towards corruption and bribery. The policy also provides information and guidance on how to recognize and deal with bribery and corruption issues. As a part of our training on the Code of Conduct, training is also imparted to employees on Anti-Corruption and Anti-bribery topics. The weblink for this policy is: <https://solargroup.com/wp-content>.

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 23	FY 22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Category	FY 23		FY 22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

NA

## Leadership Indicator

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

Yes, Solar has Code of Conduct and Corporate Governance Policies which provide a framework for ethical behavior and effective management of conflicts with various entities or individuals, ensuring accountability and transparency in all dealings. To prevent any conflict between personal interests and the interests of the company, the board of directors and senior management ensure that they disclose any involvement they may have, either directly or indirectly, in company transactions to the board on a regular basis.

The Company has in place the 'Policy on Related Party Transactions', which are applicable to our board members. Transactions with the board members or any entity in which such board members are concerned or interested are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting.

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

Our sturdy commitment to ensure acquiescence with relevant standards to preserve environment clean and safe using practices and products that are less hazardous to health and environment at the initial stage, wherein pertinent health, and safety elements across designing, manufacturing, supply chain and consumption are identified and evaluated. Our aim is to create goods that are both environmentally sustainable and safe that are supported by state-of-the-art R & D center of our Company.

Solar endeavor towards responsible product stewardship and producing sustainable products which enhancing the safety in operation and minimum damage to environment. The Company objective is to make its products safer and environment friendly.

## 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.

Type	FY 23	FY 22	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	Nil
Capital Expenditure (CAPEX)	-	-	Nil

Solar conducts R&D linked to environmental and social Initiatives, however currently the expenditures are not tracked.

### 2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Supplier screening/ Criteria. b. If yes, what percentage of inputs were sourced sustainably?

Yes, At Solar, sustainable sourcing performance factors are considered in the process of selection of suppliers of major raw material. During the FY 23, 31% of the inputs were sourced sustainably. The Company has established procedures to ensure reasonable sourcing backed up by supplier code of conduct. Through the Supplier code of Conduct, the Company aims to encourage sustainability among its vendors and promote responsible behavior beyond its manufacturing facilities.

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

Solar Products are explosive in nature and hence, not permissible to reuse or recycle in accordance with Explosives Rules, 2008, the guideline of Petroleum & Explosives Safety Organisation.

The packaging materials are mainly corrugated fibre board boxes, which are collected by the local vendors at the customer site and sold to paper board recyclers.

### 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.

NA

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

The Company is dedicated to ensuring a safe and healthy workplace for all employees. We strive to create a conducive environment that supports their learning and career growth, fostering leadership development. Additionally, the Company places a high priority on work-life balance and employee well-being, as demonstrated by our HR policies and practices. Our comprehensive range of benefits is designed to provide valuable support to our employees and workers.

#### 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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Employees</b>											
Male	732	732	100	732	100	0	0	732	100	0	0
Female	58	58	100	58	100	58	100	0	0	0	0
Total	790	790	100	790	100	58	7	732	93	0	0
<b>Other than Permanent Employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Workers</b>											
Male	959	959	100	959	100	0	0	959	100	0	0
Female	32	32	100	32	100	32	100	0	0	0	0
Total	991	991	100	991	100	32	3	959	97	0	0
<b>Other than Permanent Workers</b>											
Male	1893	1893	100	1893	100	0	0	1893	100	0	0
Female	643	643	100	643	100	643	100	0	0	0	0
Total	2536	2536	100	2536	100	643	25	1893	75	0	0

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

Sr. No.	Benefits	FY 23			FY 22		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	35%	98.41%	Yes	35%	97.78%	Yes
4	Others-Please Specify	NA	NA	NA	NA	NA	NA

##### 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.

Accessibility facilities are provided to the differently abled individuals of the Company.

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

Yes, the Company has policy on Diversity Equity and inclusion.

Link: [policyonhumanrights](#).

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

Gender	Total number of people returned after parental leave in FY	Total Number of people who took parental leave in FY	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
<b>Permanent Employees</b>						
Male	12	12	100%	NA	NA	-
Female	6	6	100%	6	6	100%
Others	-	-	-	-	-	-
Total	18	18	100%	6	6	100%
<b>Permanent Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Others	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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

Yes, Solar has a well-structured grievance redressal mechanism which addresses the grievances of the employees and workers. Employees are encouraged to directly report their concerns to their departmental head, HR head as a first reporting authority and attempt to arrive at a solution before invoking formal redressal mechanism. Workers are encouraged to report to their supervisors in case of any grievances. The grievance reported by the employees and workers are redressed in a timely, transparent and fair manner.

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

Category	FY 23			FY 22		
	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)
<b>Permanent Employees</b>						
Male	732	-	-	-	-	-
Female	58	-	-	-	-	-
Total	790	-	-	-	-	-
<b>Permanent Workers</b>						
Male	959	959	100	868	868	100
Female	32	32	100	21	21	100
Total	991	991	100	889	889	100

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

### a. Details of Skill training and Details of training on Health and Safety given to employees and workers.

Category	FY 23					FY 22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
<b>Employees</b>										
Male	732	732	100	732	100	733	733	100	733	100
Female	58	58	100	58	100	43	43	100	43	100
Total	790	790	100	790	100	776	776	100	776	100
<b>Workers</b>										
Male	959	959	100	959	100	932	932	100	932	100
Female	32	32	100	32	100	27	27	100	27	100
Total	991	991	100	991	100	959	959	100	959	100

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

Category	FY 23			FY 22		
	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)
<b>Permanent Employees</b>						
Male	732	732	100	733	733	100
Female	58	58	100	43	43	100
Total	790	790	100	776	776	100
<b>Permanent Workers</b>						
Male	959	959	100	932	932	100
Female	32	32	100	27	27	100
Total	991	991	100	959	959	100

## 10. Health and safety management system:

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). What is the coverage of such system?

Yes, The Company's Environmental, Health, and Safety (EHS) function is effectively managed through an established EHS policy that is uniformly applied across all of its manufacturing facilities, corporate offices, and R&D center. Key manufacturing facilities are certified with ISO 45001:2018 standard.

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

Yes, The Company believes that safe & healthy workplace is a prerequisite for employee wellbeing. It has implemented occupational health and management safety system. It promotes culture of Safety through various training programs while continuously investing in state-of- the- art technology to meet the highest level of safety parameters.

Company is conducting HIRA and HAZOP studies to identify the risks related to operations. To prevent the potential hazards, we monitor near miss incidents, unsafe acts and unsafe conditions. Internal, External audits and Mock drills are conducted to check the effectiveness of the implemented measures.

### c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, A system is in place to spot and report the work-related hazards. We have an online incident reporting system that enables us to monitor any incidents that occurred across the manufacturing facilities. Based on these reports, Corrective and Preventive Actions (CAPA) reports are issued to all concerned heads/ individuals. This helps us to prevent similar incidents from occurring in the future. Training and proper PPEs are being provided to the individuals to prevent any safety incidents.

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

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical centers in close proximity. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.

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

Safety Incident/Number	Category	FY 23	FY 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
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.**

- Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure.
- Hierarchy of controls is followed for application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.
- Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.
- Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites.

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

The Company has not received any complaint on "Health & Safety" and "Working Conditions" in FY23 and FY22. However, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action.

Topic	FY 23			FY 22		
	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	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

**14. Assessments for the year:**

Topic	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

- All safety related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits.
- Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through elimination of manual job by use of Technology/Digitization, Safety Capability Building, Monitoring and supervision, etc.

**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of?**

All the employees and workers are covered under the life insurance policy. Additionally, the employees get mediclaim policy and the workers are covered under the ESIC policy. In the event of death over and above the insurance, the Company also provides financial support to the bereaved families.



**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 has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions entered with its value chain partners are deducted and deposited in accordance with applicable laws.

**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 23	FY 22	FY 23	FY 22
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, to make well-informed choices for their future.

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.**

The Company firmly believes that engaging with stakeholders is essential as it fosters cooperation, responsibility, and the establishment of trust. The stakeholders we refer to encompass a diverse range of groups such as the community, shareholders, investors, customers, employees, and regulatory bodies. By involving stakeholders in Company's decision-making processes leads to strong partnerships with stakeholders.

**Essential Indicator**

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

The Company recognizes individuals or groups who have a vested interest in, or are impacted by, or add value to the business activities as key stakeholders. These stakeholders include customers, investors, lenders, vendors, government agencies, shareholders, media, regulators, value chain partners, employees, and society. The Company places great importance on listening to its stakeholders and has set up multiple touchpoints and communication tools to promote fair engagement. Please refer stakeholders section in Integrated Annual Report FY 23.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:**

Solar believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth. Refer stakeholders engagement section on page no. 22 of Integrated Annual Report FY 23 for further details.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	<ul style="list-style-type: none"> <li>• Reports</li> <li>• One-to-one Interaction</li> <li>• Events</li> <li>• E-mail communication</li> <li>• Letters</li> </ul>	Engagement as per need	<ul style="list-style-type: none"> <li>• Compliance with industry norms, laws and regulations in substance and spirit</li> <li>• Transparent Disclosures</li> <li>• Participation in various industry forums and meets</li> <li>• Collaboration on national agenda such as Make in India</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Employee Engagement surveys</li> <li>Joint Consultation system</li> <li>Grievance mechanism</li> <li>Rewards and Recognition</li> <li>Face to Face interactions</li> <li>Cultural events</li> <li>Training and Workshops.</li> </ul>	Annually, Periodic, event based, continuous	<ul style="list-style-type: none"> <li>Employee well-being and safety</li> <li>Fair wages and compensations per industry standards</li> <li>Learning and Development</li> <li>Occupational health and safety</li> <li>Growth opportunities</li> <li>Talent and skill management</li> <li>Diversity and inclusion</li> <li>Job security</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>One-to-One Interactions</li> <li>Site-Visits</li> <li>Customer Meeting</li> <li>E-mails</li> <li>Online Survey</li> <li>Digital channels</li> <li>Trial and improvement programs</li> </ul>	Monthly, Quarterly, Half yearly, annually, need based,	<ul style="list-style-type: none"> <li>Product safety quality reliability</li> <li>Confidentiality in case of Sensitive Contracts</li> <li>Operational efficiency</li> <li>Innovative products</li> </ul>
Business partners	No	<ul style="list-style-type: none"> <li>E-mail communication</li> <li>Site Visits</li> <li>One-to-One Interactions</li> <li>Business partner survey</li> <li>Structured meetings</li> </ul>	annually, need based, continuous, periodic	<ul style="list-style-type: none"> <li>Timely payments</li> <li>Fair and long term business relations</li> <li>Capacity building</li> <li>Transparency</li> <li>Value Creation</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>CSR initiatives</li> <li>Face to face interaction</li> <li>Field visits</li> <li>Collaborations through NGO's</li> </ul>	Engagement as per need	<ul style="list-style-type: none"> <li>Upliftment of society</li> <li>Live hood opportunities</li> <li>Health and sanitation initiatives</li> </ul>
shareholders and Investors	Yes	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Conference call</li> <li>News channels</li> <li>presentation</li> <li>Investor Grievance redressal mechanism</li> <li>Annual report</li> <li>Press release</li> <li>Website updates</li> <li>Stock Exchange releases</li> <li>Stock Exchange releases</li> </ul>	Quarterly, Annually, periodic Event based	<ul style="list-style-type: none"> <li>Consistent, competitive and profitable growth and returns.</li> <li>Consistent dividend pay-outs.</li> <li>Superior stakeholder returns through optimal utilization of resources.</li> <li>Better disclosures, transparency and credibility of financials</li> <li>Effective risk management</li> <li>Wealth creation</li> <li>Sound governance practices.</li> </ul>
Media	No	<ul style="list-style-type: none"> <li>Newspaper</li> <li>Advertisement</li> <li>Press Release</li> </ul>	Event Based	<ul style="list-style-type: none"> <li>Growth,</li> <li>Awareness</li> <li>Public Image</li> </ul>

## Principle 5: Businesses should respect and promote human rights

Respecting human rights is fundamental to our values, policies and business strategy. The Company is determined to have a workplace where everyone is treated equitably, without any discrimination based on gender, caste, creed, or religion.

### 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 23			FY 22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Male	732	732	100	733	733	100
Female	58	58	100	43	43	100
Others	0	0	0	0	0	0
Total	790	790	100	776	776	100
<b>Other than Permanent Employees</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total	0	0	0	0	0	0
<b>Workers</b>						
Male	959	959	100	932	932	100
Female	32	32	100	27	27	100
Others	0	0	0	0	0	0
Total	991	991	100	959	959	100
<b>Other Than Permanent Workers</b>						
Male	1893	1893	100	1547	1547	100
Female	643	643	100	464	464	100
Others	0	0	0	0	0	0
Total	2536	2536	100	2011	2011	100
<b>Grand Total</b>	<b>4317</b>	<b>4317</b>	<b>100</b>	<b>3746</b>	<b>3746</b>	<b>100</b>

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

Category	FY 23					FY 22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Permanent Employees</b>										
Male	732	732	100	732	100	733	733	100	733	100
Female	58	58	100	58	100	43	43	100	43	100
Others	0	0	0	0	0	0	0	0	0	0
Total	790	790	100	790	100	776	776	100	776	100
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
<b>Permanent Workers</b>										
Male	959	959	100	0	0	932	932	100	932	100
Female	32	32	100	0	0	27	27	100%	27	100
Others	0	0	0	0	0	0	0	0	0	0
Total	991	991	100	0	0	959	959	100	959	100
<b>Other than Permanent</b>										
Male	1893	1893	100	0	0	1547	1547	100	1547	100
Female	643	643	100	0	0	464	464	100	464	100
Others	0	0	0	0	0	0	0	0	0	0
Total	2536	2536	100	0	0	2011	2011	100	2011	100
<b>Grand Total</b>	<b>4317</b>	<b>4317</b>	<b>100</b>	<b>790</b>	<b>100</b>	<b>3746</b>	<b>3746</b>	<b>100</b>	<b>3746</b>	<b>100</b>

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	6,24,631	0	0
Key Managerial Personnel	4	5,62,315	2	2,17,381
Employees other than BoD and KMP	732	30,884	58	27,796
Workers	959	20,890	32	13,830

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

Solar has constituted Sustainability Compliance Review Committee (SCRC) which is responsible to address grievances related to human rights issues.

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

The Company has Human rights policy that guides in case of any grievance reported related to Human rights, evaluation is carried out basis which remediation action is planned by Human Resource Department.

The Company has adopted employee-oriented policies covering areas such as Human Rights Policy, Diversity, Equity and Inclusion Policy, Code of Conduct and Business Ethics, Whistle Blower Policy and prevention of sexual harassment at workplace, which endeavors to provide an environment of care, nurturance and opportunity to accomplish professional aspirations and provide a safe redressal mechanism for employee grievances. With regards to internal mechanisms centered around the policies, the head of Human Resources function ensures that all employee-related grievances are suitably investigated, and action is taken as per due process stipulated in the respective redressal policies. Anonymous grievances are also investigated appropriately.

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

	FY 23			FY 22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

The Company maintains a zero-tolerance against Sexual Harassment and Discrimination. For grievances pertaining to sexual harassment, the Internal Complaints Committee (ICC) is constituted in line with the provisions of The Sexual Harassment of Women at Workplace. The Cases related to the prevention of sexual harassment at workplace are treated with utmost sensitivity and in a confidential manner.

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

Yes, Human rights requirements forms a part of the company's agreements and Contracts

**9. Assessments for the year:**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100
Forced/involuntary labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others please specify	100

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

NA, as no human rights violations were reported during FY 23.

**Principle 6: Businesses should respect and make efforts to protect and restore the environment**

The Company is committed to protecting the environment by prioritizing sustainability. We strongly believe that our efforts can make a difference and have undertaken several measures aimed at mitigating carbon emissions, minimizing water discharge, and enhancing waste management practices. We consistently evaluate and improve operational efficiency and apply effective strategies across the facilities in order to minimize our environmental impact.

**Essential Indicators**

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

Parameter	FY 23	FY 22
Total electricity consumption (A) (GJ)	77,594.35	61,345.30
Total fuel consumption (B) (GJ)	6,55,065.52	5,80,342.63
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	7,32,659.86	6,41,687.93
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ per crore ₹)	159.14	190.19
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No, The Company has not undergone any third-party assessment.

**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? (a.) If yes, disclose whether targets set under the PAT scheme have been achieved. (b.) In case targets have not been achieved, provide the remedial action taken, if any.**

PAT scheme is NA to the Company.

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

Parameter	FY 23	FY 22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	27,159.60	6,566.36
(ii) Groundwater	4,55,980.08	4,29,737.07
(iii) Third party water	23,623.56	20,306.49
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	<b>5,06,763.24</b>	<b>4,56,609.92</b>
Total volume of water consumption (in kilolitres)	5,06,763.24	4,56,609.92
Water intensity per rupee of turnover (Water consumed / turnover) (kl per crore ₹ of revenue)	110	135
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

We have conducted water audit for the FY 23.

**b. If yes, name of the external agency**

The independent assessment of the Company was conducted by the PHD Chamber of Trade & Industry.

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

Yes, The Company has implemented Zero Liquid Discharge (ZLD) across the manufacturing facilities. Wastewater treatment system comprises of Sewage Treatment Plant (STP), Effluent Treatment Plant (ETP), Multi-effect Evaporator (MEE). These state-of-the-art technologies ensure to make treated wastewater is fit for reuse/ recycle.

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

Parameter	Please specify Unit	FY 23	FY 22
NOx	MT/A	1.654	2.151
SOx	MT/A	2.789	1.970
Particulate matter (PM)	MT/A	1.404	0.483
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

No, The Company has not undergone any third-party assessment.

**b. If yes, name of the external agency.**

NA

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

Parameter	Unit	FY 23	FY 22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	45,829.83	44,740.99
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	13,038.84	12,127.94
Total Scope 1 and Scope 2 emissions (per crore ₹ of turnover)	tCO <sub>2</sub> e	12.79	16.86
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	NIL	NIL
Total Scope 1 and Scope 2 emission intensity (optional)	-	NA	NA

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

No, The Company has not undergone any third-party assessment.

**b. If yes, name of the external agency.**

NA.

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

Yes, The Company has undertaken various initiatives to reduce greenhouse gas emissions like:

1. Implemented 3 MW solar power plant, that resulted in 15% of electricity contribution from renewable sources.
2. Retrofitting of 16 chillers to make them compatible with environment-friendly refrigerant gases.
3. VFD installations in cooling towers, agitators, and air compressors.
4. Replaced conventional lights with LEDs resulted in a reduction in electricity consumption.

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

Parameter	FY 23	FY 22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	572.44	505.93
E-waste (B)	4.05	3.76
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.865	1.537
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	539.71	827.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	3,892.068	2,308.16
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5,009.13</b>	<b>3,647.34</b>

Parameter	For each category of waste generated, total waste reused/ recycled/ recovered by nature of disposal method (MT)							
	FY 23				FY 22			
	Waste Recycled	Waste Reused	Other Recovery	Total Recovered	Waste Recycled	Waste Reused	Other Recovery	Total Recovered
Plastic waste (A)	572.44	0	0	0	505.93	0	0	0
E-waste (B)	4.05	0	0	0	3.76	0	0	0
Bio-medical waste (C)	0	0	0	0	0	0	0	0
Construction and demolition waste (D)	0	0	0	0	0	0	0	0
Battery waste (E)	0.865	0	0	0	1.537	0	0	0
Radioactive waste (F)	0	0	0	0	0	0	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0	0	0	0	0	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	535.44	0	0	0	315.85	0	0	0
Total Waste Recovered (A+B + C + D + E + F + G + H)	1112.79	0	0	0	827.078	0	0	0

Parameter	For each category of waste generated, total waste disposed off by nature of disposal method (MT)							
	FY 23				FY 22			
	Waste Incinerated	Waste in landfill	Another disposal	Total disposed	Waste Incinerated	Waste in landfill	Another disposal	Total disposed
Plastic waste (A)	0	0	0	0	0	0	0	0
E-waste (B)	0	0	0	0	0	0	0	0
Bio-medical waste (C)	0	0	0	0	0	0	0	0
Construction and demolition waste (D)	0	0	0	0	0	0	0	0
Battery waste (E)	0	0	0	0	0	0	0	0
Radioactive waste (F)	0	0	0	0	0	0	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0	83.56	83.56	0	0	55.28	55.28
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0	0	0	0	0	0	0
Total Waste Recovered (A+B + C + D + E + F + G + H)	0	0	83.56	83.56	0	0	55.28	55.28

- a. Indicate if any independent assessment/ evaluation/ assurance has been carried out for Waste Category by an external agency?

No, The Company has not undergone any third-party assessment.

- b. If yes, name of the external agency

NA

9. a. Briefly describe the waste management practices adopted in your establishments.

The Company has adopted 3R principles of waste management - Reduce, Reuse and Recycle. The Company has developed standard operating procedures for the proper handling of waste in alignment with the regulations and guidelines set by the Central/State Pollution Control Boards (CPCB/SPCB). Waste is segregated at its source into hazardous and non-hazardous waste, which are then stored separately in dedicated spaces or bins within the manufacturing facilities and is disposed to registered recyclers to the possible extent and remaining waste is disposed through manifest system to a designated disposal facility as per the consent conditions.

- b. 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.

We have adopted several ways to minimize the waste, such as, using alternative raw materials, optimizing the consumption, improving the process efficiency, etc.

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

NA

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

No there were no Environmental Impact Assessments of projects were undertaken during the reporting period.

12. a. 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

Yes, The Company is compliant with the stated laws.

- b. If not, provide details of all such non-compliances, in the following format:

NA

## Leadership Indicators

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

S. No.	Parameter	FY 23	FY 22
1	Total electricity consumption (A) From Renewable Sources	11,944.23	281.54
2	Total fuel consumption (B) From Renewable Sources	1,43,159.72	73,706.51
3	Energy consumption through other renewable sources (C)	0	0
4	Total energy consumed from renewable sources A+B+C	1,55,103.95	73,988.05
5	Total electricity consumption From Non-Renewable Sources (D)	65,650.11	61,063.76
6	Total fuel consumption From Non-Renewable Sources (E)	5,11,905.80	5,06,636.13
7	Energy consumption through other Non-renewable sources (F)	0	0
8	Total energy consumed from non-renewable sources D+E+F	5,77,555.91	5,67,699.89

- a. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No, The Company has not undergone any third-party assessment.

- b. If yes, name of the external agency.

NA



2. Provide the following details related to water discharged:

Parameter	FY 23	FY 22
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>0</b>	<b>0</b>

a. Indicate if any independent assessment/ evaluation/assurance has been carried out for Water Discharged by an external agency? (Yes/No)

Yes

b. If yes, name of the external agency

The independent assessment of the Company was conducted by the PHD Chamber of Trade & Industry.

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

Solar strives to engage with stakeholders in a responsible manner, guided by the values of commitment, integrity, and transparency.

**Essential Indicators**

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

The Company is associated with 7 trade and industry chambers/ associations.

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

List of key trade and industry chambers/ associations

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Society of Indian Defence Manufacturers	National
4	PHD Chamber of Commerce and Industry	National
5	Bharat Shakti	National
6	Vidarbha Industries Association	State
7	Quality Circle Forum of India (QCFI)	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.**

NA

**Principle 8: Businesses should promote inclusive growth and equitable development.**

Our CSR programs are in line with our mission to promote socio-economic growth in the regions where we operate. We meticulously plan and execute our community development initiatives in strict accordance with our CSR Policy.

**Essential Indicators**

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

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes / No)	Resulted communicated in public domain	Relevant Web Link
NIL					

\*\*No SIA projects were done during the reporting period.

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

NA

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

The Company engages with the community through informal and formal sessions held throughout the year to facilitate interactions and take their feedback and concerns through CSR programs.

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

Parameter	FY 23	FY 22
Directly sourced from MSMEs/ Small producers	13.90%	15.22%
Sourced directly from within the district and neighboring districts	20.56%	22.55%

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

At Solar, we prioritize our customers and strive to meet their expectations with our products and services. We take a customer-centric approach by providing tailored solutions and resolving grievances promptly. We value customer feedback and use it to continuously improve our offerings.

### Essential Indicators

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

Solar has a well established system of receiving complaints & feedbacks, which are analysed and necessary action are taken. Customers can raise their concerns through the CRM system and track their resolution status. Solar places a high priority on addressing customer concerns in a timely and efficient manner.

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

information related to	As a percentage to total turnover
Environment and Social parameters relevant to the product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

	FY 23		Remarks	FY 22		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	10	Nil	NA	24	0	NA

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

#### 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

#### 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 instances of issues relating to advertising, and delivery of essential services; and data privacy of customers; product recalls were reported in FY 23.

## Leadership Indicators

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

All the product information with Technical Safety Data Sheet is available on our Company's website [www.solargroup.com](http://www.solargroup.com). Customer's specifically requesting copies of the same are forwarded through e-mail or in a physical copy.

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

We understand the importance of providing accurate and transparent product information to our customers. TDS are made available with the product which is also available on the Company's website. Regular interaction with customers is done by our technical team and various trainee programs are conducted to educate on safe and efficient use of products.

**3 A. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA) If yes, provide details in brief.**

Yes, The Company ensures strict adherence to all the applicable regulations for product information and labeling. All the critical products are supplied with safety instructions highlighting the Do's and Don'ts while handling the products.

**B. 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, Solar conducts customer satisfaction surveys to improve its services and to meet the customer's expectations.