



Dated: August 21, 2025

HO-425-S

To,  
BSE Ltd.  
P J Towers, Dalal Street,  
Mumbai - 400 001

To,  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex, Bandra (E)  
Mumbai - 400 051

Company Scrip Code: 533033

Company Symbol: ISGEC

**Furnishing of Information in terms of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")**

Dear Sir(s)/Madam(s),

Subject: **Business Responsibility and Sustainability Report for the financial year 2024-25**

1. Pursuant to Regulation 34(2)(f) and other applicable regulation(s) of the Listing Regulations, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25, which also forms part of Annual Report of the Company for the Financial Year 2024-25.
2. BRSR is disclosed on the website of the Company and may be accessed through the following link:-  
  
<https://www.isgec.com/pdf/BusinessResponsibilityandSustainabilityReport202425.pdf>
3. This intimation is being uploaded on the website of the Company at [www.isgec.com](http://www.isgec.com).
4. The above is for your information and records, please.

Thanking you,

Yours truly,  
For Isgec Heavy Engineering Limited

Kalyan Ghosh  
Compliance Officer  
Membership No. A10790  
Address: A-4, Sector-24  
Noida-201301, Uttar Pradesh

Encl.: As Above

For Isgec Heavy Engineering Limited

Kalyan Ghosh  
Compliance Officer  
Membership No. A10790  
Address: A-4, Sector-24  
Noida-201301, Uttar Pradesh



# Business Responsibility and Sustainability Report

FY 2024-25

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L23423HR1933PLC000097
2	Name of the Company	Isgec Heavy Engineering Limited
3	Year of Incorporation	23/01/1933
4	Registered office address	Radaur Road, Yamuna Nagar-135001, Haryana, India
5	Corporate office address	A-4, Sector-24, Noida, Uttar Pradesh 201301, India
6	E-mail id	<a href="mailto:cs@isgec.co.in">cs@isgec.co.in</a>
7	Telephone	0120-4085408
8	Website	<a href="http://www.isgec.com">www.isgec.com</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11	Paid-up capital	₹ 735.29 lakhs
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Kishore Chatnani Whole-time Director & CFO <a href="mailto:chatnani@isgec.com">chatnani@isgec.com</a> +91 120 4085405
13	Reporting Boundary	Standalone basis
14	Name of assurance provider	Not applicable since Isgec does not fall among the top 250 listed companies by market capitalisation.
15	Type of assurance obtained	

### 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
1	Industrial Projects	Isgec undertakes projects for supply of Boilers, Sugar plants, Power plants, Air Pollution Control Equipment, Material handling systems	63%
2	Manufacturing	Manufacturing of Machinery and Equipment: Isgec manufactures heavy capital goods such as Mechanical and Hydraulic Presses, Steel and Iron Castings, Boiler Tubes and Panels Process Plant equipment and Liquefied Gas Containers.	36%

#### 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	Boiler and Boiler Parts	25123	28%
2	Sugar Machinery and Distillery Plant	28259 and 42901	13%
3	Presses	25910	11%
4	Erection, commissioning and related services	41003	9%
5	Flue Gas Desulfurization	2922	8%
6	Pressure Vessels, Heat Exchangers	28140	8%
7	Material Handling Equipment	28162	7%
8	Castings	24319	6%
9	Power Plants	42201	4%
10	Air Pollution Control Equipment	28299	3%
11	Containers	25129	3%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	5	12
International	0	1	1

#### 19. Markets served by the entity

##### a. Number of locations

Locations	Number
National (No. of states)	23*
International (No. of countries)	1**

\* Isgec has a wide network of offices and project sites across India to support its business operations. The Company has identified its number of locations based on the Goods and Services Tax (GST) numbers for each location.

\*\* Isgec has marketing agents in many countries, and its own representative office in Thailand.

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

Isgec has progressively reinforced its global presence by consistently delivering products and services of exceptional quality. In FY 2024–25, export of goods and services accounted for 10.6% of the Company's total turnover, highlighting the effectiveness of its global growth strategy and the increasing traction of its offerings across key international geographies.

##### c. A brief on types of customers

Isgec offers a comprehensive portfolio of machinery, equipment, and integrated project solutions to a wide spectrum of industrial sectors across both domestic and international markets. Backed by decades of engineering expertise and a strong focus on operational efficiency, the Company serves critical industries such as power generation, oil and gas, petrochemicals, automotive, fertilizers, green energy, hydro power, mining, paper, sugar, steel, cement, chemicals, railways, distilleries, aerospace, and port infrastructure.

### IV. Employees

#### 20. Details as on March 31, 2025, Employees and workers (including differently abled)

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	2662	2595	97.5%	67	2.5%
2	Other than Permanent (E)	676	669	99.0%	7	1%
<b>3</b>	<b>Total employees (D+E)</b>	<b>3338</b>	<b>3264</b>	<b>97.8%</b>	<b>74</b>	<b>2.2%</b>
<b>WORKERS</b>						
1	Permanent (F)	427	427	100%	0	0
2	Other than Permanent (G)	0	0	0	0	0
<b>3</b>	<b>Total workers (F+G)</b>	<b>427</b>	<b>427</b>	<b>100%</b>	<b>0</b>	<b>0</b>

##### b. Differently abled employees and workers

The Company places a strong emphasis on cultivating a diverse and inclusive workplace, where equal opportunity is not just a policy, but a core value embedded in its culture. It adheres to a meritocratic approach in its hiring practices, ensuring that all employment decisions are based solely on qualifications, skills, and performance—without any discrimination based on race, caste, gender, sexual orientation, disability, religion, or any other personal characteristic. This commitment to fairness and inclusivity is reflected in the Company's workforce composition, which embraces diversity as a strength. As part of its ongoing efforts to create an accessible and supportive work environment, the Company currently employs two individuals with disabilities as of the current financial year and continues to explore opportunities to further enhance representation and inclusivity across all levels of the organization.

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	2	2	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
<b>3</b>	<b>Total differently abled employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0</b>

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED WORKERS</b>						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	0	0	0	0	0
<b>3</b>	<b>Total differently abled workers (F+G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**21. Participation/inclusion/representation of women**

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	1	0	0

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

During the financial year 2024-25, the overall turnover rate stood at 15.1% for employees and 7.5% for workers.

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.40%	0.66%	15.1%	14.6%	0.4%	14.9%	15.0%	0.7%	15.6%
Permanent Workers	7.5%	0%	7.5%	7.8%	0.2%	8.0%	7.6%	0	7.6%

**V. Holding, subsidiary and associate companies (including joint ventures)****23. a. Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Saraswati Sugar Mills Limited	Subsidiary	100%	No
2	Isgec Covema Limited	Subsidiary	100%	No
3	Isgec Exports Limited	Subsidiary	100%	No
4	Isgec Engineering & Projects Limited	Subsidiary	100%	No
5	Freelook Software Private Limited	Subsidiary	100%	No
6	Eagle Press & Equipment Co. Limited	Subsidiary	100%	No
7	Isgec Investment PTE Ltd., Singapore	Subsidiary	100%	No
8	Isgec Hitachi Zosen Limited	Subsidiary and Joint Venture Company	51%	No
9	Isgec SFW Boilers Private Limited	Subsidiary and Joint Venture Company	51%	No
10	Isgec Titan Metal Fabricators Private Limited	Subsidiary and Joint Venture Company	51%	No
11	Isgec Redecam Enviro Solutions Private Limited	Subsidiary and Joint Venture Company	51%	No

**VI. CSR Details**

- 24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**
- ii. Turnover (in ₹) 5018.26 Crores**
- iii. Net worth (in ₹) 2416.86 Crores**

## 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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		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, Isgec has implemented a structured grievance redressal process to address the concerns of community members in the vicinity of its operations. The Company has appointed dedicated personnel to manage and resolve these queries. Additionally, Isgec actively engages with the community through various Corporate Social Responsibility (CSR) initiatives.	0	0	-	0	0	-
Investors (other than shareholders)	Yes, Investors and Shareholders have multiple avenues to address their concerns. They can contact the Company's CFO or Company Secretary via email for prompt grievance resolution. Additionally, investors can utilize the Online Dispute Resolution (ODR) platform available on Isgec's website. This platform, known as Smart ODR, is user-friendly and provides easy access to online dispute resolution services. Within the Smart ODR system, investors can monitor the progress of their disputes after submission. Furthermore, investors have access to SCORES, an online grievance redressal platform by SEBI, which allows them to lodge complaints related to the securities market against SEBI-regulated entities.	0	0	-	0	0	-
Shareholders	Yes, Investors and Shareholders have multiple avenues to address their concerns. They can contact the Company's CFO or Company Secretary via email for prompt grievance resolution. Additionally, investors can utilize the Online Dispute Resolution (ODR) platform available on Isgec's website. This platform, known as Smart ODR, is user-friendly and provides easy access to online dispute resolution services. Within the Smart ODR system, investors can monitor the progress of their disputes after submission. Furthermore, investors have access to SCORES, an online grievance redressal platform by SEBI, which allows them to lodge complaints related to the securities market against SEBI-regulated entities.	3	0	-	0	0	-
Employees and workers	Yes, the Company has established a dedicated and structured process to effectively address the grievances and concerns of its employees and workers. Initially, employees are encouraged to bring their concerns to the attention of the Head of the Department. If the issue is not resolved in a timely manner or if the response is unsatisfactory, employees have the option to escalate the matter further to the Division Chief Executive or HR Head of the Unit.	1	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		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
Customers	Yes, both customers and suppliers may send out their complaints to the chief executive of the respective business. The chief executives take immediate action to redress the issues of the complainant. If unresolved, they may reach out to the Whole-time directors.	0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		-	-	-	-	-	-

## 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, 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	Corporate Governance and Code of Conduct	Opportunity	At Isgec, Corporate Governance transcends compliance, serving as a pathway for progress. Beyond regulatory mandates, the Company's values emphasise a robust commitment to ethics, transparency, and the enhancement of shareholder value. The Board of Directors vigilantly oversees the governance framework, consistently upholding transparency quarter after quarter. Compliance reports, aligned with the Securities and Exchange Board of India's (SEBI's) best practices, are diligently submitted, reinforcing the Company's commitment to openness. From the boardroom to the factory floor, a comprehensive Code of Conduct steers every decision outlining ethical principle and expected behaviour for employees/directors, guiding decision-making processes.	-	<p><b>Positive Implication:</b></p> <p>By upholding transparency and accountability, Isgec garners investor trust, mitigates financial risks, and amplifies shareholder value. Furthermore, the Company's ethical culture not only fosters employee commitment but also drives operational efficiency, solidifying its financial standing and competitive edge in the industry.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Health and Safety	Risk and Opportunity	<p><b>Risk:</b> Isgec employs a significant number of employees and workers across its various offices, factories, and construction sites. Consequently, the Company places paramount importance on ensuring the safety of its employees, workers and contract workers. In the event of any lapses in the Company's safety-related processes or injury and even fatality of workers, the government may issue a prohibition order, potentially resulting in the partial shutdown of the manufacturing unit /sites. Safety incidents also have detrimental effects on the physical and mental health, as well as the overall morale of the workforce.</p> <p><b>Opportunity:</b> Isgec is dedicated to ensuring the health and safety of its entire workforce, including employees and workers. Numerous initiatives have been implemented throughout the business operations, encompassing both Project and Manufacturing service lines, to establish a resilient health and safety management system. The ongoing efforts aim to cultivate a "Zero Accident Culture" across all operations.</p>	<p>Isgec has a steadfast commitment to ensuring a secure and healthy workplace for its entire workforce, aspiring towards a target of zero accidents. The Company has instituted robust processes and systems at all its locations and proudly holds the certification of ISO 45001:2018 for Occupational Health and Safety Management Systems.</p> <p>Isgec conducts regular internal and external audits to evaluate the effectiveness of its health management practices, aiming to establish a secure and healthy workplace. Additionally, the Company performs health and safety risk analysis at various sites and projects.</p> <p>Further, at a regular frequency and across the Company, Isgec conducts multiple health check-up camps and webinars for its workforce with Doctors and Consultants.</p>	<p><b>Negative Implication:</b> A significant negative financial implication of not ensuring compliance with health and safety regulations is the potential restrictions of the manufacturing unit following any government order. This can lead to substantial financial losses due to halted production, disrupted operations, and the associated costs of addressing and rectifying safety issues. Additionally, there may be legal penalties and reputational damage, further impacting the Company's financial standing. In the event of accidents or injuries, legal costs and potential settlements can be financially burdensome.</p> <p><b>Positive Implication:</b> A healthy and safe workplace fosters a positive work environment, enhancing employee morale and engagement. This, in turn, can lead to overall improved operational efficiency and productivity, building a positive reputation both internally and externally.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Emission Reduction & Emission Management	Risk and Opportunity	<p><b>Risk:</b> The Company is proactively working to meet and exceed regulatory standards while reducing its carbon footprint. By investing in emission control technologies, Isgec not only demonstrates its commitment to sustainability but also positions itself as a leader in environmental responsibility. Through these efforts, Isgec aims to enhance its reputation among stakeholders who prioritize eco-friendly practices. Isgec is confident in its ability to navigate the evolving environmental landscape while maintaining its competitiveness and esteemed reputation in the market.</p> <p><b>Opportunity:</b> Isgec views emission reduction as a strategic opportunity. With 1,750 kW of solar power already generating 20.78 lakh units annually worth ₹1.56 crores, the Company has further enhanced its green energy share by installing 1,300 kWp rooftop solar at its Yamunanagar and Rattangarh units. Through fuel switching from diesel to RLNG, energy-efficient upgrades, and adoption of advanced boiler technologies, Isgec is accelerating its shift toward a cleaner, more sustainable future</p>	<p>Isgec tackles emission reduction challenges through strategic initiatives as part of its broader risk mitigation approach. Alongside its 1,750 kW solar power plants, the company has added 1,300 kWp rooftop solar installations at its Yamunanagar and Rattangarh units, significantly boosting its renewable energy capacity. Isgec is also upgrading air conditioning systems, switching from diesel to RLNG, and adopting advanced boiler technologies to enhance energy efficiency. Its ISO 14001 certification reflects a strong and ongoing commitment to environmental responsibility.</p> <p>With a strong determination to minimise its environmental footprint, the Company remains steadfast in its pursuit of continuous improvement.</p>	<p><b>Positive Implication:</b> Embracing emission reduction measures fosters innovation and collaboration, making Isgec an appealing partner for investors and stakeholders aligned with sustainability goals. Isgec's commitment to emission reduction represents a strategic investment in long-term resilience, competitiveness, and environmental stewardship.</p> <p><b>Negative Implication:</b> Implementing necessary emission control measures demands upfront investments in technology and infrastructure, exerting pressure on the Company's financial reserves and limiting its ability to allocate resources elsewhere. Operational costs are incurred, including ongoing maintenance and staff training are also required.</p>
4	Supply Chain Management	Opportunity	<p>Isgec's large and diverse supplier base makes supply chain sustainability a critical issue – both as a risk and strategic opportunity. Risks include non-compliance with labour laws, human rights violations, environmental damage and ethical misconduct by suppliers, which can lead to reputational harm, project delays and regulatory penalties.</p>	-	<p><b>Positive Implication:</b> A robust supply chain evaluation system helps identify and mitigate potential risks, minimising the impact of disruptions such as delays, shortages, or unexpected events.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>On the opportunity side, promoting a sustainable and resilient supply chain enables Isgec to collaborate with suppliers and contractors for its own as well suppliers' capabilities, improve efficiency and drive innovation and enhance vendor performance. Sustainable supply chain also supports customer trust.</p> <p>Prior to onboarding any suppliers, the Company conducts thorough assessments of potential suppliers or vendors. This evaluation ensures that there are no associated risks with the prospective suppliers, particularly in terms of financial and legal compliances, as well as adherence to robust health and safety measures.</p>		
5	Data Security and Privacy	Risk	<p>Isgec confronts the substantial risk of data security and privacy, given the rising tide of cyber threats. An array of predatory entities, including hackers and cybercriminal syndicates, persistently endeavours to breach any Company's digital defences, seeking unauthorised access to its confidential data repositories. These incursions are not haphazard but calculated efforts driven by motives ranging from financial gain to industrial deception and outright sabotage. As Isgec manoeuvres through the digital landscape, safeguarding its sensitive information becomes essential to shield against the ever-present threats posed by malicious individuals operating online.</p>	<p>Recognising the critical importance of data security, Isgec has taken proactive measures to fortify its defences. The Company has a data security policy which is in line with ITGC (Information Technology General Controls) and ensures data security and controlled access. Through collaborative efforts with external experts, the Company has implemented robust measures such as firewall setups, advanced software solutions, and strict authentication protocols. However, there remains ample scope for improvement in continually refining and updating these measures to address emerging cyber threats effectively.</p>	<p><b>Negative Implication:</b> In the network of data security and privacy, the financial toll of risks is substantial. Remediation costs, legal battles, and regulatory fines can drain resources and strain budgets. Operational disruptions hamper productivity and stifle growth. Meanwhile, reputational damage erodes trust and investor confidence.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Human Rights, Diversity and Inclusion	Risk and Opportunity	<p><b>Risk:</b> Possible occurrences of breaches in human rights or failure to adhere to legal standards may result in negative financial and reputational consequences.</p> <p><b>Opportunity:</b> Isgec holds the belief that championing human rights and promoting equity, diversity, and inclusion fortifies the Company's business. A workforce characterised by diversity and inclusivity has the potential to enhance performance and innovation. Upholding human rights allows the Company to nurture shared values and maintain a positive workplace. This commitment contributes to the creation of a more equitable world and, at the same time, strengthens the business.</p>	<p>Isgec generally conducts IT security audits such as "Vulnerability Assessment &amp; Penetration Testing" through external agencies. Isgec employs cyber security experts in-house in its IT team and conducts extensive use of awareness and training programs on cyber security using in-house resources as well as external resources from time to time.</p> <p>Recognising that not all risks can be fully protected, Isgec has taken Cyber Security &amp; Criminal Liability Insurance Policy to cover the risks.</p> <p>The Company prioritises safeguarding the human rights of its employees and workers. This commitment is evident in various policies, including the Human Resource (HR) policy, which explicitly states that no individual shall face discrimination by the Company or their peers. In addition, the Company is dedicated to being an equal opportunity employer and has a standalone Prevention of Sexual Harassment at Workplace (POSH) policy.</p> <p>Through the implementation of human rights due diligence processes, engaging with suppliers and stakeholders on human rights issues, and promoting awareness and training among employees, the Company actively fosters a commitment to human rights. This comprehensive approach underscores the Company's commitment to fostering a safe, respectful, and inclusive work environment.</p>	<p><b>Negative Implication:</b> Discrimination or human rights violations can lead to legal actions, investigations, and fines, resulting in significant financial liabilities for the Company. This can cause reputation damage, talent drain and even potential customer boycotts, negatively impacting sales and revenue.</p> <p><b>Positive Implication:</b> Companies that prioritise human rights and create an inclusive environment are more likely to attract and retain better talent. This reduces recruitment and training costs and contributes to higher employee morale and productivity.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Waste Management	Risk and Opportunity	<p><b>Risk:</b> Amidst tightening environmental regulations and heightened public awareness of waste disposal, Isgec faces a critical imperative: to uphold exemplary practices and secure public trust. In this pivotal moment, Isgec must rise to the challenge, navigating the complexities of waste management, to solidify its reputation as a responsible corporate citizen in an environmentally conscious world.</p> <p><b>Opportunity:</b> Waste management presents a prime opportunity for Isgec to showcase its commitment to sustainability. By adhering to the 3-R principle and minimising plastic usage, Isgec underscores its dedication to curbing waste generation. Additionally, its proactive approach to e-waste management and water conservation further solidifies its reputation as a leader in sustainable business practices. While Isgec has made strides in waste management, the Company remains open to adopting new technologies for further waste minimisation, demonstrating its commitment to continuous improvement in environmental stewardship.</p>	<p>Isgec does not distinguish individuals based on their religion, sex or colour but thrives to identify those who have the skills and commitment to take the company forward.</p> <p>The Company has been actively working to reduce waste generated from its operations. Additionally, the Company has implemented initiatives to repurpose scrap materials within its operations, ensuring that valuable resources are not wasted. Furthermore, Isgec has invested in an Effluent Treatment Plant and Sewage Treatment Plant to manage liquid waste efficiently. This plant plays a crucial role in treating and recycling liquid waste, minimising environmental impact and promoting sustainability across its operations.</p>	<p><b>Positive Implication:</b> Efficient waste management presents financial opportunities for Isgec. By reducing waste and recycling, the Company cuts disposal costs and saves on raw material expenses by reusing scrap materials.</p> <p>These practices enhance Isgec's reputation, attracting environmentally conscious customers and investors while mitigating regulatory risks.</p> <p><b>Negative Implication:</b> Inadequate waste management poses substantial financial risks for Isgec. Failure to comply with regulations may lead to significant fines, while inefficient processes inflate operational costs, diminishing profit margins. Poor practices can also damage the Company's reputation, eroding investor confidence and potentially lowering market value.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Water Management	Opportunity	Water management presents a strategic opportunity for Isgec rooted in environmental responsibility, operational efficiency, and long-term sustainability. The Company acknowledges water as a critical natural resource, the commitment to judicious water usage aligns with emerging global trends and regulatory expectations. Implementing robust water management practices positions Isgec to mitigate operational risks associated with water scarcity and contamination, ensuring continuity and resilience. The Company actively takes measures to decrease overall water consumption in all its operations	-	<p><b>Positive Implication:</b></p> <p>Isgec's strategic focus on water management also translates into tangible financial benefits. By actively reducing overall water consumption and implementing initiatives to enhance water recyclability, the Company can achieve operational cost savings. Additionally, the adoption of water-efficient technologies and practices not only aligns with environmental stewardship but also positions Isgec as an innovative industry leader. This, in turn, creates a competitive advantage, attracting environmentally conscious customers and investors while contributing to the Company's long-term viability and profitability.</p>
9	Human Capital Development	Opportunity	Isgec has a diverse work force covering various specializations and Isgec gives high priority to human capital development. The Training and Management Development activities form a part of the continuous process in integrating the organization needs with the needs of individuals for growth and development. Training & Development needs are identified through the Performance Management System, and discussions with Head of the Departments, Annual Training Calendars are prepared, and Programs and Workshops are organized periodically.	-	<p><b>Positive Implication:</b></p> <p>Human capital development fuels profound financial transformation. Skilled employees drive increased productivity, sharpen competitiveness, and cut turnover costs. Human capital development is a pathway to future excellence - a legacy that extends far beyond financial metrics.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9			<p>The Company has external training programs wherein our employees get opportunity to learn through the Management Development Programs of the prestigious institutions such as IIMs, XLRI, CII, ASSOCHAM, etc. The Company has internal training programs wherein employees are trained from time to time as and when required according to the jobs being undertaken.</p> <p>Trainings to develop functional skills are given importance. Soft skill trainings like personality development, communication, teamwork, improving the workplace behavior, planning and organizing, etc., are imparted as a continuous learning process. Individuals are encouraged to learn from the marketplace, customer project sites through site visits and interaction.</p> <p>The Company has a good program for inducting fresh engineering graduates through a structured one-year program for Graduate Engineer Trainees. After completion of the program, these individuals are absorbed in different divisions and functions in the Company.</p> <p>The Company also runs a focused initiatives for employees identified as "high potential" to train and prepare them to take over higher responsibilities in their career with Isgec. It offers apprentice training programs as part of its commitment to skill development and employee growth. These programs aim to provide skills in various technical disciplines and prepare for future employment in engineering factories.</p>	-	

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Economic Performance and Market Share	Risk and Opportunity	<p><b>Risk:</b> Operating in the engineering sector, Isgec is susceptible to economic fluctuations, rendering it vulnerable to downturns and market uncertainties. Economic downturns can negatively influence the demand for the products and services.</p> <p>Intense competition requires constant innovation and adaptation to changing market dynamics. The risk is heightened in the context of emerging and disruptive technologies and evolving customer preferences.</p> <p>A proactive approach to market intelligence, product development, and strategic partnerships becomes essential to not only protect but also enhance Isgec's market share.</p> <p><b>Opportunity:</b> Economic performance and market share serve as strategic opportunities for Isgec. In favourable economic conditions, the Company can maximise revenue and profitability, using the financial strength to invest in innovation and sustainability. Simultaneously, an increased market share positions Isgec as an industry leader, providing economies of scale, enhanced operational efficiency, and greater negotiating power.</p>	<p>Isgec maintains a commitment to strengthening relationships with its stakeholders while focusing on enhancing the quality, technology, and competitiveness of its products. Isgec has curated a diverse portfolio comprising manufacture of heavy capital goods machinery and equipment. Isgec also has extensive capabilities in executing industrial projects on Turnkey basis across chosen product lines. The Company holds a prominent position, ranking either as the top or second in the Indian market in its product lines.</p> <p>Isgec's strategic approach includes establishing technical tie-ups (collaboration and joint venture) with reputable companies, particularly in specialised fields such as Air Pollution Control, Process Plant Equipment, Boilers, and Presses. These collaborations empower Isgec to provide optimal technical solutions and high-quality products to customers both within India and internationally.</p>	<p><b>Negative Implication:</b> Economic downturns and a decrease in market share may lead to increased competition and can limit the Company's ability to invest in research and development, hindering long-term growth. Financial challenges may lead to cost-cutting measures, potentially resulting in layoffs or reduced employee benefits, impacting workforce morale and productivity.</p> <p><b>Positive Implication:</b> A larger market share and robust economic performance often contribute to improved pricing power, expansion opportunities, stakeholder confidence and overall enhanced profitability for the Company.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Customer Relationship Management	Opportunity	<p>Customer Relationship Management (CRM) offers Isgec a prime chance to hold up its standing in the market and strengthen ties with clients. In today's cutthroat competitive environment, nurturing enduring relationships with customers can make or break the Company's fortunes. Through engaging with Customers at different levels of the Customer organisation, Isgec can unlock invaluable perspectives, boost customer interaction, and customise its solutions to keep pace with changing needs. With this approach we can better understand the need of the customers and offer a products more suited to their requirements.</p> <p>This not only reinforces customer allegiance but also boosts brand endorsement, charting a course for enduring expansion and financial viability down the line.</p>	-	<p><b>Positive Implication:</b></p> <p>By leveraging insights from Customer interactions, Isgec can identify upselling and cross-selling opportunities, thereby boosting sales and revenue generation. Additionally, improved customer relationships fostered through multiple customer engagements both by the Company's service staff at the Customer plant and in technical conferences organised by Isgec alongside participation in Industry specific exhibitions results in positive word-of-mouth referrals and enhanced brand reputation, attracting new customers and further driving financial growth.</p> <p>Isgec also conducts customer satisfaction surveys from time to time to engage with Customers.</p>
12	Biodiversity Management and Land Use	Opportunity	<p>Isgec recognises an opportunity in biodiversity management and land-use as strategic imperatives by acknowledging the fundamental importance of preserving biodiversity for a balanced ecosystem. By exclusively operating outside protected or restricted areas, the Company emphasises its dedication to minimising any adverse impact on biodiversity.</p>	-	<p><b>Positive Implication:</b></p> <p>The dedication to biodiversity preservation ensures long-term sustainability and distinguishes the Company from its competitors. Isgec's appeal to environmentally conscious consumers and businesses not only sets it apart but also reduces the legal challenges faced by companies operating in the engineering sector.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Corporate Citizenship and Charity	Opportunity	With a strong CSR policy in place, Isgec channels its resources into initiatives aimed at uplifting marginalised communities surrounding its plants. From installing rainwater harvesting systems to providing solar energy in schools, the Company's commitment to environmental sustainability and social development shines through. By investing in skills development and rural projects, Isgec not only enriches lives but also fortifies its position as a responsible corporate entity dedicated to societal progress.		<b>Positive Implication:</b> By investing in the well-being of communities and promoting sustainable development, Isgec strengthens its social license to operate. This, in turn, enhances brand reputation and customer loyalty, potentially leading to increased sales and market share. Moreover, participating in Corporate Social Responsibility activities can attract socially conscious investors and partners, expanding access to capital and fostering long-term financial stability.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Isgec adheres to a comprehensive set of policies aimed at ensuring effective governance within the Company. These policies are centred around the nine principles delineated in NGRBC (P1 to P9). Isgec places significant emphasis on compliance with relevant regulatory and statutory mandates across all its operations. Regular policy reviews are conducted to ensure alignment with evolving regulations, particularly those concerning Environment, Social, and Governance (ESG) standards.

**The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:**

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 Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
<b>POLICY AND MANAGEMENT PROCESSES</b>										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
c. Web link of the policies, if available	1. Anti Bribery and Corruption Policy <a href="https://www.isgsec.com/pdf/Corpo-Anti-Bribery-Corruption-Policy.pdf">https://www.isgsec.com/pdf/Corpo-Anti-Bribery-Corruption-Policy.pdf</a>	Quality policy <a href="https://www.isgsec.com/RateQuality-Policy-Isgec.pdf">https://www.isgsec.com/RateQuality-Policy-Isgec.pdf</a>	1. HR Policy <a href="https://www.isgsec.com/careers-hr-policy.php">https://www.isgsec.com/careers-hr-policy.php</a>	1. Anti Bribery and Corruption Policy <a href="https://www.isgsec.com/pdf/Anti-Bribery-Corruption-Policy.pdf">https://www.isgsec.com/pdf/Anti-Bribery-Corruption-Policy.pdf</a>	1. Whistle-blower Policy <a href="https://www.isgsec.com/pdf/VigilMechanismWhistleBlowerPolicy-10.06.2021.pdf">https://www.isgsec.com/pdf/VigilMechanismWhistleBlowerPolicy-10.06.2021.pdf</a>	EHS Policy <a href="https://www.isgsec.com/pdf/EHS-Policy.pdf">https://www.isgsec.com/pdf/EHS-Policy.pdf</a>	ESG Policy <a href="https://www.isgsec.com/pdf/EnvironmentSocialandGovernancePolicy.pdf">https://www.isgsec.com/pdf/EnvironmentSocialandGovernancePolicy.pdf</a>	CSR policy <a href="https://www.isgsec.com/pdf/CSR-Policy-12oct.pdf">https://www.isgsec.com/pdf/CSR-Policy-12oct.pdf</a>	1. Archival Policy <a href="https://www.isgsec.com/pdf/archivalpolicy-11feb2021.pdf">https://www.isgsec.com/pdf/archivalpolicy-11feb2021.pdf</a>	2. Quality policy <a href="https://www.isgsec.com/pdf/CorporateQualityPolicy-isgsec.pdf">https://www.isgsec.com/pdf/CorporateQualityPolicy-isgsec.pdf</a>
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes*	No	No	No	No	No	No	No	No	
	2. Policy on Materiality of Related Party Transactions and on dealing with Related Part Transactions. <a href="https://www.isgsec.com/pdf/PolicyonMaterialityofRelatedPartyTransactionsandonDealingwithRelatedPartyTransactions1822020.pdf">https://www.isgsec.com/pdf/PolicyonMaterialityofRelatedPartyTransactionsandonDealingwithRelatedPartyTransactions1822020.pdf</a>		2. POSH Policy <a href="https://www.isgsec.com/pdf/POSH-Policy-InternalCompliantsCommitteundSexualHarassmentofWomenatWorkplace.pdf">https://www.isgsec.com/pdf/POSH-Policy-InternalCompliantsCommitteundSexualHarassmentofWomenatWorkplace.pdf</a>	2. Whistle-blower Policy <a href="https://www.isgsec.com/pdf/VigilMechanismWhistleBlowerPolicy-10.06.2021.pdf">https://www.isgsec.com/pdf/VigilMechanismWhistleBlowerPolicy-10.06.2021.pdf</a>	2. HR Policy <a href="https://www.isgsec.com/careers-hr-policy.php">https://www.isgsec.com/careers-hr-policy.php</a>					

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name the national and international codes/ certifications/ labels/ standards	Quality Management System (ISO 9001:2015)	Environmental Management System (ISO 14001:2015)	Occupational Health and Safety Management System (ISO 45001:2018)	Isgec does not have any codes/ certifications/ labels/ standards in line with principle 4 of the NGRBCs. However, Company engages with the community members through community development program carried out specifically around the area of its operations.	Occupational Health and Safety Management System (ISO 45001:2018)	Environmental management System (ISO 14001:2015)	Isgec does not have any codes/ certifications/ labels/ standards in line with principle 7 of the NGRBCs	Isgec does not have any codes/ certifications/ labels/ standards in line with principle 8 of the NGRBCs.	Isgec has multiple certifications/ accreditations/ labels in line with Principle 9 of the NGRBCs. They are ASME U-2, U, S, 'R' Stamp of National Board with 'NB' certification, 'CE' Marking for supply to European Union, IBR Approval, Class 1 fabricator of Fusion welded pressure from Lloyd's Register of Shipping, approval for Liquefiable Gas Containers and license from China safety and quality. These are globally recognized certifications which authenticates quality of Company's products and in turn instils trust and satisfaction among the Company's customers.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any</p>	<p>Isgec has consistently upheld its commitment to environmental, social, and governance (ESG) principles by implementing various initiatives aimed at cultivating a sustainable and responsible business. Through dedicated efforts, the Company has successfully reduced its carbon footprint and minimised resource consumption, underscoring its dedication to environmental stewardship. With a robust foundation in corporate governance, Isgec has continuously taken significant steps to enhance employee well-being, cultivating a workplace that prioritizes growth and support. Currently, Isgec is focused on defining specific and measurable targets to guide its sustainability efforts in the coming years. As it progresses on this path, the Company remains committed to making a positive impact both within the organization and across the broader community, ensuring a future that is ethical and sustainable.</p>								
<p>6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.</p>	<p>The Company remains dedicated to advancing the initiatives already in place, ensuring continued progress toward sustainability and responsible governance. With a determined focus, it will work diligently to achieve the targets that will be carefully crafted through a process of thoughtful consultation. By embracing a collaborative approach, the Company aims to set meaningful and achievable goals that align with its long-term vision for positive impact and growth.</p>								

\* Anti-Bribery and Anti-Corruption Policy of the Company is applicable to its suppliers and other third-party contractors. Other than this, no other policy has its scope extended beyond the employees of the Company.

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>GOVERNANCE, LEADERSHIP AND OVERSIGHT</b>									
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).	<p>Isgec as a responsible corporate citizen, firmly believes in conducting its business operations responsibly and sustainably. The Company has been continually taking initiatives to imbibe Environmental, Social, and Governance (ESG) related principles across its operations and value chain. Through a comprehensive materiality assessment process, Isgec has embraced an inclusive approach, actively seeking input from key stakeholders to identify and prioritize pertinent topics. Recognizing the significance of stakeholders' perspectives in driving business success and enhancing strategic direction, Isgec has curated a selection of topics deemed material to the Company's operations.</p> <p>The Company stands committed to ensure the Health and Safety of all employees and workers. Multiple initiatives have been undertaken across the business operations (Project and Manufacturing service lines) to develop a robust health and safety management system with a goal towards developing a "Zero Accident Culture" across the operations. The Company will continue to work towards minimizing its carbon footprint while continuing to create value for all its stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.	At the highest level, the Board of Directors, KMPs and CSR committee have the primary role to promote and assess the business responsibility performance of the Company.								
9. Does the entity have a specified committee of the board/ director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	No. There is no specified committee of the Board. The implementation of policies is to be reviewed by the Management and by the Internal Audit Department.								

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / 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 & follow up action	The Company has implemented and following all policies formulated in compliance with all applicable laws. These policies are reviewed by the Managing Directors/Whole-time Directors as and when necessary or whenever there is any amendment in any applicable law.									Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all statutory requirements and are reviewed by the Directors/ committee(s) periodically apart from review by KMPs and internal audit teams.									Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

No assessment/ evaluation of Company Policies has been conducted by any external agency.

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

All principles are covered under relevant policies. The Company has ensured that all the policies that have been formulated are in compliance with all applicable laws. These policies are reviewed by the Managing Directors/Whole-time Directors as and when necessary or whenever there is any amendment in any applicable law.

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/ No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1**

**“BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE”**

The Company is dedicated to maintaining the highest standards of integrity and ethical conduct across all facets of its operations. In accordance with Regulation 17(5) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, it has established a robust Code of Conduct applicable to the Board of Directors and Senior Management. This Code outlines the expected standards of behaviour, reinforces compliance with applicable laws and regulations, and strictly prohibits conflicts of interest, ensuring that the Company’s interests are always prioritized.

To further strengthen its governance framework, the Company has instituted a Vigil Mechanism and Whistleblower Policy. This mechanism enables Directors, employees, stakeholders, and their representatives to confidentially report genuine concerns, unethical practices, or any suspected leakage of unpublished price-sensitive information. The Audit Committee is responsible for monitoring and ensuring the effective implementation of this policy. For further details, please refer to the responses provided below:

**Essential Indicators**

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

The Company regularly conducts various training programs for all its employees at various levels. The detailed information on the number and type of trainings imparted is provided below in the standard format:

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	0	-	0
Key Managerial Personnel (KMP)	0	-	0

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes*
Employees other than BoD and KMPs	362	<ul style="list-style-type: none"> <li>• Professional development</li> <li>• Communication &amp; interpersonal skills</li> <li>• Health &amp; well-being</li> <li>• Workplace safety</li> <li>• Customer service</li> <li>• Skill enhancement</li> <li>• Quality &amp; Inspection</li> <li>• Administrative and specialized external training</li> </ul>	78.00%
Workers	225	<ul style="list-style-type: none"> <li>• Health &amp; safety</li> <li>• Training &amp; development</li> <li>• Sustainability</li> <li>• Skill development</li> <li>• Production &amp; Process Optimization</li> <li>• Induction &amp; Organizational Awareness</li> </ul>	75.00%

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

Isgec has not incurred any monetary fines or penalties during FY 2024-25

#### Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	-	-	-	-
Settlement	None	-	-	-	-
Compounding fee	None	-	-	-	-

#### Non-monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	-	-	-	-
Punishment	None	-	-	-	-

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.**

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.**

Isgec has an anti-corruption or anti-bribery policy. This policy aims to ensure that all business dealings are conducted in compliance with applicable laws and following high standards of professionalism, fairness and integrity.

The policy can be accessed from the following link:

<https://www.isgec.com/pdf/Anti-Bribery-Corruption-Policy.pdf>

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

There have been no instances of disciplinary action taken against Directors, Key Management Personnel (KMP), or employees/workers at Isgec regarding corruption and bribery.

Particulars	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**6. Details of complaints about conflict of interest.**

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not applicable	Nil	Not applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not applicable	Nil	Not applicable

**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.**

Since there were no complaints against the Board of Directors, KMPs, senior management employees and other employees of the Company, no corrective action was needed to be taken on cases of corruption and conflict of interest.

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

	FY 2024-25	FY 2023-24
No. of days of accounts payables	115.9	125.7

**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	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	No purchases from trading houses	No purchases from trading houses
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of sales	a. Sales to dealers / distributors as % of total sales	Isgec does not involve in any sales to dealers	Isgec does not involve in any sales to dealers
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.6%	0.4%
	b. Sales (Sales to related parties / Total Sales)	0.9%	1.8%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	97.6%	91.9%
	d. Investments (Investments in related parties / Total Investments made)	65.8%	93.2%

## Leadership Indicators

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

Isgec works with well-known, reliable suppliers for sourcing raw materials and equipment. It also partners with MSME suppliers and construction & erection contractors. The vendor selection process emphasizes collaborating with companies that maintain high standards of quality, health, and safety, and comply fully with all relevant laws and regulations.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1440	<ol style="list-style-type: none"> <li>1. Safety in excavation works</li> <li>2. Work at height Safety</li> <li>3. Safety material handling</li> <li>4. Safety in electrical</li> <li>5. Training on Safe Gas cutting, grinding and welding</li> <li>6. Training on Environmental aspects and its impact</li> <li>7. Fire safety precautions</li> <li>8. On site emergency preparedness and evacuation procedure</li> </ol>	70%

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

The Company maintains a Code of Conduct that applies to its Board of Directors and senior management employees. This Code includes provisions on conflicts of interest, clearly defining the criteria for such conflicts. It requires Directors and senior management to disclose any external business interests that could potentially conflict with their personal interests or the interests of the Company. Every Director and Member of Senior Management must avoid any situation in which there is an actual or apparent conflict of interest that could interfere or could be perceived to interfere with the Director's or Member of Senior Management's judgment in making decisions in the Company's best interests.

## PRINCIPLE 2

### “ BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE ”

Isgec excels in the design and manufacture of bespoke engineering solutions, meticulously tailored to align with specific client requirements. Each product is engineered with precision, incorporating advanced features that ensure superior quality, operational safety, user-friendliness, ease of maintenance, energy efficiency, and long-term durability.

To uphold its commitment to excellence, the Company enforces rigorous quality control and inspection protocols at every stage of production. These systems are designed not only to guarantee the safety and reliability of its offerings but also to ensure their performance and sustainability throughout their operational lifecycle.

## Essential Indicators

### 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D	Nil	Nil	-
Capex	Nil	Nil	-

**Note:** The Company continuously works on improving designs and technology of its products and value engineering to make its products competitive and value for money. It also has strategic tie-ups and technical collaboration with some of the leading foreign manufacturers for specific products for the Indian market.

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

Isgec is actively advancing its sustainable procurement practices by implementing structured sourcing procedures for all purchases. Prior to engaging with suppliers, the Company conducts comprehensive evaluations through a detailed vendor assessment framework. This process rigorously reviews supplier performance, with particular emphasis on environmental stewardship and social responsibility, ensuring alignment with Isgec’s ethical and operational standards before formal onboarding.

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

Not applicable

**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):** Isgec’s primary customers are some of the leading companies in the industry. Isgec supplies heavy machinery for these companies and sells both nationally and internationally. The products manufactured by the Company have a longer lifecycle ranging even up to 25-30 years.

The plastic used by Isgec in packaging is mostly the reused component of the packaging material from suppliers supplying raw materials, thus reducing the need for virgin plastic and reducing the environmental footprint.

**(b) E-waste:** The Company does not manufacture and sell any product which falls under the electronics category.

**(c) Hazardous waste:** The Company does not manufacture and sell any product which falls under the hazardous category.

**(d) Other waste:** Isgec stands as a prominent supplier of heavy machinery to leading industry entities, serving markets domestically and abroad. Renowned for their longevity, Isgec’s products endure for 25-30 years. In packaging practices, Isgec champions sustainability by primarily employing recycled wood, sourced from suppliers of raw materials.

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

Extended Producer Responsibility (EPR) provisions of the Environment Protection Act 1986, read with different rules made thereunder, is not applicable to the Company.

**Leadership Indicators**

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

The Company specializes in providing durable capital goods machinery and plants designed for longevity.

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.
Nil	Nil	Nil	Nil	Nil	Nil

**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      Not applicable      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	FY 2023-24
	-	-

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:

Type of Waste	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	Nil	5,068.5	Nil	Nil	3,346.3	Nil
E-waste	Nil	4.3	Nil	Nil	Nil	Nil
Hazardous waste (used oil & battery)	Nil	23.7	Nil	Nil	25.1	Nil
Other waste (wood)	38.48	Nil	Nil	77.4	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	Not applicable

### PRINCIPLE 3

“ BUSINESSSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS ”

Isgec places the highest priority on the health and well-being of its employees and workers. Every permanent employee is fully covered by health and accident insurance, ensuring comprehensive protection. The workplace is designed to be inclusive, featuring wheelchair ramps, braille signage, accessible restrooms, and digital accessibility wherever possible to enhance ease of access for all. Various grievance redressal committees are in place to address concerns and foster a supportive work environment. Additionally, the Company is certified with ISO 45001, underscoring its commitment to occupational health and safety standards.

## 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	2595	2595	100%	2595	100%	0	0	0	0	0	0
Female	67	67	100%	67	100%	67	100%	0	0	0	0
<b>Total</b>	<b>2662</b>	<b>2662</b>	<b>100%</b>	<b>2662</b>	<b>100%</b>	<b>67</b>	<b>2.5%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	669	588	88%	669	100%	0	0	0	0	0	0
Female	7	2	0	7	100%	7	100%	0	0	0	0
<b>Total</b>	<b>676</b>	<b>590</b>	<b>0</b>	<b>676</b>	<b>100%</b>	<b>7</b>	<b>1.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* The Company offer an option to employees and workers to enrol in a group mediclaim policy arranged by Isgec on attractive rates and terms. The above table has been prepared accordingly.

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

<b>% of Workers covered by</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance**</b>		<b>Accident insurance</b>		<b>Maternity benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities</b>	
		<b>No. (B)</b>	<b>% (B/A)</b>	<b>No. (C)</b>	<b>% (C/A)</b>	<b>No. (D)</b>	<b>% (D/A)</b>	<b>No. (E)</b>	<b>% (E/A)</b>	<b>No. (F)</b>	<b>% (F/A)</b>
<b>PERMANENT WORKERS</b>											
Male	427	427	100%	427	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>427</b>	<b>427</b>	<b>100%</b>	<b>427</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>OTHER THAN PERMANENT WORKERS</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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*\* The Company offer an option to employees and workers to enrol in a Group Mediclaim policy arranged by the company on attractive rates and terms. The above table has been prepared accordingly.

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

	<b>2024-25</b>	<b>2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the Company	0.1%	0.1%

**2. Details of retirement benefits for the current and previous financial year**

The Company prioritizes the long-term financial well-being of its employees by offering a strong framework of retirement benefits. These initiatives are designed to provide security and peace of mind, enabling employees to plan confidently for the future and transition into retirement with dignity and assurance. This reflects Isgec's enduring commitment to supporting its workforce beyond their active years of service.

<b>Benefits</b>	<b>FY 2024-25</b>			<b>FY 2023-24</b>		
	<b>No. of employees covered (as a % of total employee)</b>	<b>No. of workers covered (as a % of total workers)</b>	<b>Deducted &amp; deposited with the authority (Yes/No/N. A)</b>	<b>No. of employees covered (as a % of total employees)</b>	<b>No. of workers covered (as a % of total workers)</b>	<b>Deducted and deposited with the authority (Yes/No/N.A.)</b>
PF	89.9%*	100%	Yes	86.1%	100%	Yes
Gratuity	89.8%**	100%	Yes	85.9%	100%	Yes
ESI	0.2%	0.2%	Yes	0.6%	0.1%	Yes
Others-Leave Encashment	100%	100%	Not Applicable	100%	100%	Not Applicable
Others-NPS	10.4%	0.0%	Yes	6.9%	0.0%	Yes

\* 382 contractual employees are not covered

\*\* 382 contractual employees are not covered

**3. Accessibility of workplaces**

**Are the premises/offices accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes.

The Company is deeply committed to creating an inclusive work environment, where individuals of all abilities are valued and respected. Discrimination based on disability is unequivocally opposed, and this principle is reflected in the diversity of its workforce. To ensure equal access for all, the Company's offices and facilities are designed with universal accessibility in mind, including the integration of ramps and other supportive infrastructure that enable seamless mobility for everyone, regardless of physical ability.

**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.

Isgec enforces a comprehensive Human Resource policy that applies uniformly to all current and prospective employees. A key pillar of this policy is the Company's unwavering commitment to non-discrimination, ensuring that every individual is treated with fairness and respect, regardless of race, religion, colour, gender, age, or social background. Discriminatory practices, including those during recruitment and selection processes, are strictly prohibited, reinforcing the Company's dedication to fostering an equitable and inclusive workplace.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes.
Other than Permanent Employees	<p>The Company recognizes that addressing grievances in a timely and effective manner is essential for building trust and a positive work environment among employees and workers. To ensure concerns are heard and resolved appropriately, employees and workers at the offices and plants are encouraged to reach out to their respective business heads with any grievances they may have. The team leader will then take the necessary steps to address the issue. If the complainant is not satisfied with the response or action taken, they have the option to escalate the matter to the Human Resource Head for further review.</p> <p>In addition to this grievance redressal mechanism, the Company has established various committees to uphold employee welfare and workplace efficiency. These include the Grievance Redressal Committee, which oversees fair and transparent resolution of concerns, as well as specialized committees such as the Central Safety Committee, Works Committee, and Canteen Committee. Each of these committees plays a crucial role in maintaining a safe, inclusive, and supportive work environment, reinforcing the Company's commitment to employee well-being and engagement.</p>
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2024-25			FY 2023-24		
	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>Total Permanent Employees</b>	2,662	0	0	2,485	0	0
- Male	2,595	0	0	2,430	0	0%
- Female	67	0	0	55	0	0%
<b>Total Permanent Workers</b>	427	421	98.6%	494	449	90.9%
- Male	427	421	98.6%	494	449	90.9%
- Female	0	0	0	0	0	0%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
<b>EMPLOYEES</b>										
Male	3,264	1,072	32.8%	2,272	69.6%	3,062	1,567	51.2%	1,932	63.1%
Female	74	21	28.4%	68	91.9%	73	24	32.9%	22	30.1%
<b>Total</b>	<b>3,338</b>	<b>1,093</b>	<b>32.7%</b>	<b>2,340</b>	<b>70.1%</b>	<b>3,135</b>	<b>1,591</b>	<b>50.7%</b>	<b>1,954</b>	<b>62.3%</b>
<b>WORKERS</b>										
Male	427	366	85.7%	339	79.3%	494	445	90.1%	403	81.6%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>427</b>	<b>366</b>	<b>85.7%</b>	<b>339</b>	<b>79.3%</b>	<b>494</b>	<b>445</b>	<b>90.1%</b>	<b>403</b>	<b>81.6%</b>

## 9. Details of performance and career development reviews of employees and workers

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	3,264	2,775	85.0%	3,062	2,737	89.4%
Female	74	58	78.4%	73	65	89.0%
<b>Total</b>	<b>3,338</b>	<b>2,833</b>	<b>84.9%</b>	<b>3,135</b>	<b>2,802</b>	<b>89.4%</b>
<b>WORKERS</b>						
Male	427	427	100%	494	391	79.1%
Female	0	0	0	0	0	0
<b>Total</b>	<b>427</b>	<b>427</b>	<b>100%</b>	<b>494</b>	<b>391</b>	<b>79.1%</b>

### 10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Isgec is ISO 45001:2018 certified, with its EHS Management System audited by DNV GL Business Assurance for manufacturing business and Lloyd's register of quality assurance for project business. This certification covers installation and commissioning of Boilers & Power Plants, Process plants, Air Pollution Control equipment, Sugar Machinery, Material Handling System & Equipment, and associated site activities across India. Regular third-party audits are conducted to check how effective the system is. Feedback from workers, employees, and supervisors is collected during these audits and used to improve the system.

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

Isgec actively identifies and manages work-related hazards through both routine and non-routine practices. Routine methods include Hazard Identification and Risk Analysis (HIRA), Job Safety Analysis (JSA), and daily safety inspections aspect and its impact analysis for environment-related activities. These are supported by internal safety audits conducted in line with ISO 45001:2018 standards. Non-routine activities such as inter-shop safety patrols further strengthen the safety culture. Additionally, all accidents are thoroughly reported, investigated, and followed by preventive actions to avoid recurrence. A structured Work Permit System is also in place to ensure that all tasks are carried out safely and with proper authorization.

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

Isgec's EHS Policy empowers all employees and workers to report work-related hazards and to remove themselves from unsafe conditions. Before starting any task, workers receive a safety briefing associated to the activity. A structured system is in place for reporting hazards, beginning with internal supervisors and escalating through a clear hierarchy that includes the Site In-charge, Resident Construction Manager, Safety Manager, Safety Officer, and Site Manager. Emergency contact numbers, along with those of responsible personnel, are prominently displayed at all sites. Facilities are categorized into high-risk and low-risk zones, with safety officer deployment adjusted accordingly—one officer per 50 workers in high-risk zones and one per 200 in low-risk zones. Most Company plants and sites are equipped with ambulances on standby to manage health-related emergencies effectively.

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

Yes, to support the health and well-being of its employees, the Company has partnered with reputed healthcare providers such as Apollo, HCL Healthcare, ICARE, and multi-specialty clinics. Through these partnerships, employees can access health check-up packages at discounted rates. Additionally, the Yamunanagar plant is equipped with an inhouse dispensary and health centres that offer medical services to employees, workers, and their families. The Company also organizes free health check-up camps for employees at regular intervals. Further, at project sites, emergency services are available including ambulance and first aid facilities along with tie ups with local Multispeciality Hospitals.

**11. Details of safety related incidents**

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.8
	Workers	-	2.7
Total recordable work-related injuries	Employees	-	2
	Workers	-	7
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

At Isgec, safety is a top priority. The Company has established clear safety policies and procedures to ensure all employees understand their roles in maintaining a safe workplace. Regular safety training is provided to help workers recognize job-related risks and how to manage them. Hazards are identified through routine and non-routine assessments, and risks are evaluated to ensure timely preventive actions. Personal protective equipment (PPE) is issued based on risk levels, and all machinery is regularly maintained to avoid breakdowns and reduce safety hazards. Employees are encouraged to report incidents and near-misses, which are thoroughly investigated to prevent recurrence. Safety audits and inspections are conducted regularly, and mock drills for emergencies like fires or earthquakes are held to ensure preparedness. The Company also motivates safe behaviour through recognition and rewards, promoting a strong safety culture across all levels.

**13. Number of complaints on working conditions and health and safety made by employees and workers.**

Category	FY 2024-25			FY 2023-24		
	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	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

**14. Assessments for the year**

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

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

During the safety assessments, working at heights and material handling operations were identified as key areas of concern. In response, the Company implemented targeted risk mitigation measures to enhance workplace safety. To address height-related hazards, several initiatives were introduced, including the use of scaffolding systems, aerial lifts and scissor lifts, fixed lifelines anchored for rooftop activities, full-body harnesses with double lanyards, and strict adherence to the Height Work Permit system. These actions reflect the Company's proactive approach to ensuring a safe and compliant working environment.

**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)?**

The Company has a provision for a compensatory package in the event of death of employees and workers\*, as mentioned hereunder:

1. Death relief scheme to give compensation to the family of deceased employees and workers in case of death during service.
2. Statutory benefit under PF scheme i.e., Employees Death Linked Insurance (EDLI).
3. Gratuity insurance benefit- Amount equivalent to gratuity amount is paid on the death of the employee, calculated as if the person had worked till retirement age.

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

Isgec engages with suppliers which are GST registered companies and periodically reviews on the portal if GST dues have been paid to the authority on time. In case of any discrepancy found, supplier payment is held back by the Company until compliance is ensured. Similarly, company ensures that PF and ESI contributions for workers/employees engaged through contractors are deposited on time.

**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).**

No, Staff/Workers in the past few years have never been made redundant or ask to leave.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health & Safety practices	100%
Working Conditions	100%

**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.**

Nil

**PRINCIPLE 4**

**“ BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS ”**

The Company maintains active engagement with both internal and external stakeholders across its value chain to gain a comprehensive understanding of their expectations and priorities. Recognizing the importance of continuous dialogue, the Company considers stakeholder interaction a critical driver of sustainable business growth and a key contributor to long-term value creation.

**Essential Indicators**

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

Isgec recognizes the crucial role of all stakeholders in driving the Company’s sustainable growth. It identifies as stakeholders those individuals and institutions that significantly influence or are affected by the Company’s business. Further, Isgec has identified shareholders, banks, the stock exchange of India, directors, employees, customers, and suppliers as its primary internal and external stakeholders.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders/ Bankers Consortium meeting	No	Annual General Meeting, Quarterly Investor Calls, Investor presentation on website	Quarterly	To update about Company's business position
Employees	No	Periodic emails, intranet, social media groups, Virtual Meetings, In house magazine "Isgec Alive"	On a regular basis	Employees are one of the major drivers for the success of the Company. Company believes that regular interaction with employees boosts their morale and motivates them. The interaction helps in increasing retention of talent.
Directors	No	Email, telecalls, Board Meetings	On a regular basis	To keep them informed/updated on Company's activities and take inputs from them on policies/ growth plans.
Customers, Suppliers and Service Providers	No	Email, telecalls, Customer Meets, Supplier Meets, participation in Trade Shows and Exhibitions, Social Media Posts	On a regular basis	The Company engages with its customers with the objective to build trust amongst its customers and incorporate their perspective and demand in the product and service portfolio. The Company also wants to inform customers about its product offerings. The Company has dedicated Vendor Development Department and Quality Teams which work to improve capabilities of vendors and contractors.

### 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.**

Feedback is provided by the Managing Director and Whole-time Directors to the Board.

**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

For Isgec, a sustainability issue is considered material if it presents a significant risk or contributes to a broader risk that could impact the Company's business performance. Additionally, issues identified as critical by key internal stakeholders are also classified as material. Stakeholder perspectives play a pivotal role in assessing the relevance and urgency of each issue, enabling the Company to prioritize its sustainability agenda effectively.

Through the identification and prioritization of material topics, Isgec aims to strengthen its sustainability initiatives and embed responsible business practices across its operations. This approach ensures alignment with stakeholder expectations, regulatory requirements, and evolving industry standards.

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

Nil.

## PRINCIPLE 5

### “ BUSINESSSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS ”

Isgec upholds the protection of human rights as a fundamental principle across its workforce. This commitment is embedded in its core policies, including the Human Resource (HR) policy, which explicitly prohibits any form of discrimination and ensures equal treatment for all individuals. Isgec also maintains a zero-tolerance approach toward harassment in any form—be it bullying, intimidation, or sexual harassment.

To address such concerns effectively, the Company has instituted a dedicated Prevention of Sexual Harassment at Workplace (POSH) policy, which outlines a clear and structured mechanism for reporting and resolving complaints. Any violations of human rights are addressed promptly and appropriately through a formal grievance redressal process, reinforcing the Company's dedication to fostering a safe, respectful, and inclusive work environment.

### 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			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	2662	823	30.9%	2485	669	26.9%
Other than Permanent	676	256	37.9%	650	257	39.5%
<b>Total employees</b>	<b>3338</b>	<b>1079</b>	<b>32.3%</b>	<b>3135</b>	<b>926</b>	<b>29.5%</b>
<b>WORKERS</b>						
Permanent	427	10	2.3%	494	10	2.3%
Other than Permanent	0	0	0	0	0	0
<b>Total workers</b>	<b>427</b>	<b>10</b>	<b>2.3%</b>	<b>494</b>	<b>10</b>	<b>2.3%</b>

#### 2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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>EMPLOYEES</b>										
<b>Permanent</b>	2662	0	0	2662	100%	2485	0	0	2485	100%
Male	2595	0	0	2595	100%	2430	0	0	2430	100%
Female	67	0	0	67	100%	55	0	0	55	100%
<b>Non-permanent</b>	676	0	0	676	100%	650	0	0	650	100%
Male	669	0	0	669	100%	632	0	0	632	100%
Female	7	0	0	7	100%	18	0	0	18	100%
<b>WORKERS</b>										
<b>Permanent</b>	427	0	0	427	100%	494	0	0	494	100%
Male	427	0	0	427	100%	494	0	0	494	100%
Female	0	0	0	0	0	0	0	0	0	0
<b>Non-permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

**3. a. 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)	7	8,30,000.0	1	7,70,000
KMP (other than BoD)	1	40,53,708.2	0	-
Employees other than BoD & KMP*	3261	972,378.0	74	861,837.00
Workers	427	490,958.0	0	-

\*Although 2 Board of Directors (BODs) and 1 Key Managerial Personnel (KMP) are on the Company's payroll and classified under the employee category in other contexts, they have been excluded from the employee count in this instance, as the indicator specifically requires data pertaining to employees excluding BODs and KMPs.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages.	2.1%	2.6%

**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, the Company's Chief Human resource officer (for Industrial Project Business offices & sites) and General Manager (HR & Admin) for manufacturing locations is responsible for dealing with Human rights issues.

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

Isgec has implemented internal mechanisms to effectively address human rights grievances. The Whistleblower Policy offers a direct line to the audit committee for reporting concerns. Additionally, the Company's website provides contact details for various business units, facilitating easy communication for issue resolution. Furthermore, Isgec complies with the POSH Act, ensuring a safe workplace environment and outlining procedures for promptly addressing sexual harassment incidents. These measures reflect Isgec's commitment to upholding human rights and promoting a respectful workplace culture.

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

Category	FY 2024-25			FY 2023-24		
	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	1	0	-	Nil	-	-
Discrimination at workplace	Nil	-	-	Nil	-	-
Child Labour	Nil	-	-	Nil	-	-
Forced /Involuntary Labour	Nil	-	-	Nil	-	-
Wages	Nil	-	-	Nil	-	-
Other human rights related issues	Nil	-	-	Nil	-	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	1%	Nil
Complaints on POSH upheld	1	Nil

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

Isgec has implemented internal mechanisms to effectively address human rights grievances. Through its Whistleblower Policy, individuals can directly report concerns to the audit committee. Additionally, the Company's website provides contact information for various business units, facilitating communication and issue resolution. Isgec also complies with the POSH Act, ensuring a safe workplace environment and establishing procedures for the prompt handling of sexual harassment cases.

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

Yes. The Company's vendor assessment process ensures that vendors do not allow child labour, forced labour and follow laws for minimum wages.

**10. Assessments for the year:**

	% of 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 significant risks or concerns were observed.

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

Not applicable.

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

Not applicable.

**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?**

The Company is committed to ensuring accessibility for all individuals, including those with disabilities. To achieve this, the Company has implemented ramps and lifts in its office premises, allowing easy access for differently abled visitors.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forces Labour/ Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

**5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Question 4 above.**

Not applicable

**PRINCIPLE 6****“ BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT ”**

Isgec is committed to reducing its environmental impact and advancing sustainability initiatives. With a clear understanding of the pressing challenges posed by climate change, the Company emphasizes the importance of maintaining a healthy and pollution-free environment. This environmental responsibility is demonstrated through the ISO 14001 certification of its facilities, which ensures compliance with internationally recognized environmental management practices.

**Essential Indicators****1. Details of total energy consumption (in Terra Joules) and energy intensity, in the following format:**

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	29.3	7.3

Parameter	FY 2024-25	FY 2023-24
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>29.3</b>	<b>7.3</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	156.8	169.5
Total fuel consumption (E)	98.9	117.5
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>255.7</b>	<b>287.0</b>
<b>Total energy consumption (A+B+C+D+E+F)</b>	<b>285.0</b>	<b>294.3</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)-J/INR	5678.3	6053.8
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)-GJ/USD	0.0001147	0.0001269
<b>Energy intensity in terms of physical output</b>	NA	NA
<b>Energy intensity (optional) - the relevant metric may be selected by the entity</b>	-	-

**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.

No independent assessment has been carried out by any external agency for FY 24-25

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.**

No, the Company's facilities do not fall under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground Water	2,40,903.0	2,23,564.0
(iii) Third Party Water	14,975.0	19,349.0
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>2,55,878.0</b>	<b>2,42,913.0</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,56,913.0</b>	<b>1,43,042.0*</b>
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)-litre/INR	0.003	0.003
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)-litre/USD	0.063	0.062
Water intensity in terms of physical output	NA	NA
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	-	-

\*Restated due to change in methodology

**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.

No independent assessment has been carried out by any external agency for FY 24-25.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-

Parameter	FY 2024-25	FY 2023-24
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(iv) Sent to third parties	98,965.0	64,371.0
- No treatment	35,068.0	7,980.0
- With treatment, please specify level of treatment	63,897.0	56,391.0
(v) Others	-	35,500.00
- No treatment	-	35,500.00
- With treatment, please specify level of treatment	-	-
<b>Total water discharged in kilolitres</b>	<b>98,965.00</b>	<b>99,871.00</b>

**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.

No independent assessment has been carried out by any external agency for FY24-25.

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

The Company recognises the critical importance of water conservation and has implemented targeted initiatives to enhance efficiency. A key highlight of Isgec's efforts is the conservation of 465.16 lakh litres of water through rainwater harvesting.

Although water is not a core input in the Company's primary operations, Isgec regularly monitors its water consumption and adopts advanced recirculation techniques across its facilities to reduce reliance on ground water. Key water conservation techniques undertaken by Isgec include:

- I. Installation of self-closing taps.
- II. Modification of cooling tower to reduce water usage.
- III. Removal of water-cooled air compressors.
- IV. Reduction in water consumption for cooling towers by securing a zero-cut feeder from UHBVN.
- V. Recycling of hydro-testing water and reusing STP water for toilet flushing, gardening and floor cleaning.
- VI. Planting less water consuming tree species.

**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	FY 2023-24
NOx	mg/Nm <sup>3</sup>	28.41	34.6
SOx	mg/Nm <sup>3</sup>	9.96	11.6
Particulate matter (PM)	mg/Nm <sup>3</sup>	43.48	47.1
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

**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. Third party assessment was carried out by M/s Haryana Test House & Consultancy Services (Panipat) Haryana.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (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)	Metric tonnes of CO <sub>2</sub> equivalent	13,919.6	13,003.3
<b>Total Scope 2 emissions</b> (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)	Metric tonnes of CO <sub>2</sub> equivalent	33,321.1	33,753.2
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 emissions/ Revenue from operations)-gmCO <sub>2</sub> e/INR	gCO <sub>2</sub> e/INR	0.94	0.96

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)- gmCO2e/rupee adjusted for PPP	gCO2e/USD	19.0	20.2
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity</b>	-	-	-

**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.

No independent assessment has been carried out by any external agency for FY24-25.

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

Yes, Isgsec has undertaken several initiatives aimed at reducing greenhouse gas (GHG) emissions across its operations:

- I. Energy Efficiency Improvements: Isgsec has achieved electricity savings of approximately 337,492 kWh through various energy conservation measures.
- II. Renewable Energy Adoption: A total of 1,300 kWp rooftop solar capacity was installed at Yamunanagar and Rattangarh units during the year, supplementing the existing 1,750 kWp. In FY 2024-25, these systems collectively generated 81,39,533 units of green energy.
- III. During this year, Isgsec signed an agreement with M/s Fourth Partner Solar Power Private Limited for the supply of solar power under a Group Captive Power Arrangement. The agreement includes a 5 MW connection, through which 72 lakh units of electricity will be supplied annually. This will meet approximately 50% of the total power consumption of Isgsec Steel Casting plant located in Muzaffarnagar.
- IV. Low-Carbon Power Procurement: The Company established a power linkage with the Saraswati Sugar Mills ethanol-based power plant, using 1,485,789 units of ethanol-derived electricity in FY 2025. This initiative not only reduces dependence on fossil fuels but also contributes to earning carbon credits in the long run.
- V. Circular Economy Practices: Approximately 85 LED lights were recovered and reused after minor repairs, and around 17 MT of scrap steel was repurposed to construct 750 m<sup>2</sup> of shopfloor area in the main store, resulting in savings of INR 12 lakhs.
- VI. Fuel Switching: While the Yamunanagar plant was already operating on Regasified Liquefied Natural Gas (RLNG), the Rattangarh unit transitioned all its furnaces from diesel to RLNG in the past year. Additionally, the Muzaffarnagar unit has received a new LNG connection, and all furnaces are scheduled to switch to LNG this year, significantly reducing Scope 1 emissions.
- VII. Boiler technology initiatives:
  - Isgsec manufactures Circulating Fluidized Bed Combustion (CFBC) Boilers up to 150 MWe under a technology licensing agreement with Sumitomo SHI FW Energia Oy, Finland, enabling the use of biomass and waste fuels.
  - The Company also utilizes reheat design for CFBC Boilers up to 100 MW, licensed from Sumitomo, which improves thermal efficiency and lowers GHG emissions per unit of electricity generated.
  - Through a collaboration with BHI FW Korea, Isgsec offers super-critical and sub-critical pulverized coal-fired boilers (60 MWe to 1000 MWe), which operate at higher efficiencies and reduce CO<sub>2</sub> emissions compared to conventional systems.
  - Under a technology agreement with Amec Foster Wheeler Energia S.L.U, Spain, Isgsec supplies high-efficiency oil & gas packaged boilers (up to 260 TPH), designed to optimize combustion and reduce fuel-related emissions.
  - In partnership with Siemens Heat Transfer Technology b.v, Netherlands, Isgsec provides Drum-type Heat Recovery Steam Generators (HRSGs) that recover waste heat from gas turbines, reducing the need for additional fuel combustion and associated GHG emissions.
  - On a case-to-case basis, Isgsec collaborates with Tenova, Italy to supply Waste Heat Recovery Boilers for submerged arc, electric arc, and reheat furnaces, enabling energy recovery from industrial processes and reducing fossil fuel use.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	12.44	13.6
E-Waste (B)	4.33	2.5
Bio-Medical Waste (C)	-	-
Construction and demolition waste (D)	2.00	1.3
Battery For (E)	5.83	9.2
Radioactive waste (F)	0.36	-
Other Hazardous waste. Please specify, if any-Used Oil (G)	18.24	15.9
Other Non-hazardous waste generated (H). Please specify, if any - MS melting scrap, wooden waste, cardboard, thermocol, etc.	10,034.10	8,281.9
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>10,077</b>	<b>8,324</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)-gm/INR	0.201	0.171
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)-gm/USD	4.06	3.59
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	5,092.21	3,371.4
(ii) Re-used	38.48	77.4
(iii) Other recovery operations	-	-
<b>Total</b>	<b>5,130.69</b>	<b>3,448.8</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**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.

No independent assessment has been carried out by any external agency for FY24-25.

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

The Company abides by the 3-R principle—Reduce, Reuse, and Recycle—to minimize waste generation. Additionally, it consciously minimizes plastic usage, such as avoiding plastic bottles in meetings and official gatherings whenever feasible. Moreover, the Company predominantly utilizes electronic devices in its offices. After these devices reach the end of their lifespan, they are sold to authorized recyclers to ensure proper e-waste management.

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.

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.

Not applicable

## 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2023-24.

During the reporting period, none of the projects required Environment Impact Assessment to be undertaken in compliance with EIA notification 2006.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web Links
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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.

Yes. Isgec complies with all applicable environmental law and guidelines.

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
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Not applicable

## Leadership Indicators

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

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

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>Nil</b>	<b>Nil</b>
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity.	Nil	Nil
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (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)	TCO2e	Not being tracked	Not being tracked
<b>Total Scope 3 emissions per rupee of turnover</b>	TCO2e/INR	Not being tracked	Not being tracked
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Not applicable

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

Not applicable

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

Yes, for the construction sites we have Disaster Management Plan integrated into its Environment, Health, and Safety (EHS) management system. At project sites the company has implemented disaster management and emergency preparedness plans addressing emergencies such as flooding, earthquakes, major fires, and disease outbreaks. These plans focus on mitigation, preparedness, response, and recovery to ensure minimal disruptions to business operations during emergencies. Key locations are equipped with emergency sirens, first aid, medical treatment facilities, and designated assembly points. Regular training and mock drills are conducted for employees and workers to maintain a high level of preparedness. Disaster management plans are readily accessible to all relevant stakeholders, including contractors and emergency services personnel.

**PRINCIPLE 7**

**“ BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT ”**

The Company engages in public policy advocacy and is a proud member of 11 trade and industry chambers/associations. Through these partnerships, it contributes to policy discussions, collaborates with stakeholders, and helps shape industry standards and best practices. This commitment to advocacy demonstrates its dedication to driving positive change and strengthening the business landscape.

**Essential Indicators**

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

Isgec is a member of eleven (11) trade and industry chambers/associations.

- 1 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.

Sr. 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	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	Confederation of Indian Industry (CII)	National
4	PHD Chamber of Commerce & Industry	National
5	Sugar Technologist's Association of India (STAI)	National
6	Indian Industries Association (IIA)	National
7	The Institute of Indian Foundrymen (Northern Region)	State
8	Machine Tool Manufacturers Association	National
9	International Society of Sugarcane Technologists	National
10	Yamuna Nagar-Jagadhri Chamber of Commerce & Industries	State

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

Name of the Authority	Brief of the case	Corrective Action Taken
Not applicable as Isgec does not have any adverse order against it.		

## Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
No public policy positions advocated for FY 2024-25					

## PRINCIPLE 8

### “ BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT ”

Isgec is dedicated to uplifting underprivileged, marginalized, and vulnerable communities through its Corporate Social Responsibility (CSR) initiatives. Guided by a structured CSR Policy, the Company undertakes both long-term and short-term projects, primarily in the regions surrounding its manufacturing facilities. Key initiatives have included the installation of rainwater harvesting systems, provision of solar energy solutions to government schools, vocational training and skill development programs for numerous apprentices—who receive stipends during their training—establishment of CNC Centres of Excellence at Industrial Training Institutes (ITIs), and contributions to educational organizations.

## Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
In the Financial Year 2024-25, the Company has not undertaken any projects that required Social Impact Assessment (SIA) as per the applicable law. Thus, this provision is not applicable.					

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

Sr. 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)
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Not applicable, no project/activity undertaken by the Company caused displacement of the population and thus R&R was not required.

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

Isgec has developed structured processes to effectively manage and respond to community grievances. The Company's website serves as a key platform, offering accessible contact information for various departments to facilitate open dialogue and quick resolution of concerns. Community members can also directly email their issues to designated contacts, ensuring their voices are heard. These measures highlight Isgec's ongoing commitment to transparency, accountability, and building strong community relations.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	21.02%	19.1%
Directly from within India	78.98%	94.1%

**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	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	36.8%	38.1%
Metropolitan	63.2%	61.9%

## 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).**

Since Isgec does not need Social Impact Assessment for any projects, no mitigation measures are adopted for assessing the negative impacts of the same.

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

None of the projects undertaken by the Company falls into the aspirational districts category. All projects undertaken by the Company are in two regions, Yamunanagar and NCR .

S. No.	State	Aspirational district	Amount spent (in ₹)
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Nil

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

The Company prefers vendors/contractors situated in close vicinity for the procurement of products and services for its manufacturing and project business respectively. It also procures significantly from MSMEs, thus lending its support to small businesses. However, Company does not have any dedicated Preferential Procurement Policy in place.

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

Not applicable.

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

21.3% (procured from MSME).

**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:**

Traditional knowledge refers to the knowledge about the practical nature which is undocumented and is in use. The knowledge is embedded in the cultural traditions of the local, ethnic or indigenous community.

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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Not applicable, since the Company does not use any traditional knowledge.

**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
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Not applicable, since Isgec does not use traditional knowledge

## PRINCIPLE 9

### “ BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER ”

Isgec holds its customers in the highest regard and is dedicated to delivering products and services with unwavering integrity and excellence. By prioritizing quality and ethical business practices, it strives to exceed expectations and build lasting relationships. Its commitment to innovation and customer satisfaction ensures that every offering is designed to meet the highest standards, reinforcing trust and reliability.

### Essential Indicators

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

In case of any issue/complaint, the customers may directly email the business head stating its concern. Further, as soon as the complaint is received by the business head, the Company promptly investigates the reason behind the concern and take appropriate measure to address the problem on time. Additionally, the website provides contact information for various business units, facilitating direct communication for issue resolution.

**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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Since the primary business activity of the Company is setting up projects and manufacturing heavy engineering goods or capital goods, the lifecycle of its products is significantly high with a lifetime of 25 to 30 years. Therefore, this provision is not applicable to the Company.

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	No complaints have been received on data privacy	Nil	Nil	No complaints have been received on data privacy
Advertising	Nil	Nil	No complaints have been received on advertising	Nil	Nil	No complaints have been received on advertising
Cybersecurity	Nil	Nil	No complaints have been received on cybersecurity	Nil	Nil	No complaints have been received on cybersecurity

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	Nil	Nil	Project business and manufacturing of capital goods do not qualify as essential services	Nil	Nil	Project business and manufacturing of capital goods do not qualify as essential services
Restrictive Trade Practices	Nil	Nil	No complaints received on restrictive trade practices	Nil	Nil	No complaints received on restrictive trade practices
Unfair Trade Practices	Nil	Nil	No complaints received on unfair trade practices	Nil	Nil	No complaints received on unfair trade practices
Other	Nil	Nil	-	Nil	Nil	-

#### 4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	Not applicable	Not applicable
Forced recalls	Not applicable	Not applicable

#### 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.

Isgec has implemented a Data Security Policy aligned with IT General Controls, ensuring robust data protection and regulated access to information systems.

#### 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.

Isgec continues to advance its IT infrastructure and cybersecurity capabilities through ongoing enhancements to its systems and applications. Over the past year, the Company has implemented several organization-wide initiatives to bolster digital security. An external consultant was engaged to perform a comprehensive vulnerability assessment and penetration testing, with the project now nearing completion.

To safeguard its public-facing applications from cyber threats and application-level attacks, Isgec has deployed multiple Web Application Firewalls (WAFs). Email security has also been significantly upgraded, with implementation efforts currently in progress.

In addition, a senior cybersecurity expert has been appointed to lead awareness and training programs across the organization. A dedicated "Personal Cyber Security Month" campaign was also launched to educate employees on best practices for online safety.

Notably, there have been no product recalls, nor have there been any penalties or regulatory actions related to product or service safety.

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

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

No data breaches faced in FY 2024-25.

**b. Percentage of data breaches involving personally identifiable information of customer)**

Not applicable

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

Not applicable.

## Leadership Indicators

### 1. Channels / platforms where information on products and services of the Company can be accessed.

Isgec uses multiple channels to circulate information regarding its products and services. They are as follows- Website address: <https://www.isgec.com/>, LinkedIn Profile: <https://www.linkedin.com/company/isgec-heavy-engineering-ltd/>.

Magazine: Powerline, Facebook: <https://www.facebook.com/isgec.engg/>

Instagram: <https://www.instagram.com/isgec.engg/>

### 2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

Isgec ensures that each product it manufactures and delivers is supported by a comprehensive Operations and Maintenance (O&M) Manual, offering clear instructions for safe and effective use. To further support its customers, the Company conducts in-depth training sessions at its Head Office, where operators and maintenance personnel receive hands-on guidance to ensure proper handling and long-term performance of the equipment.

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

Isgec does not provide essential services. Therefore, 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 with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable.