

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2024-25

Bharat Bijlee Limited (also referred to as 'BBL', 'the Company', 'We', or 'Our') presents its Business Responsibility and Sustainability Report (BRSR) as part of its ongoing commitment to ethical, sustainable, and socially responsible business conduct. As one of the top 1000 listed companies by market capitalization as on March 31, 2024, submission of this report forms a statutory component of the Board's Report, in line with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended).

Structured around the 9 Principles of the National Guidelines on Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs, the BRSR offers a non-financial lens on the Company's performance across environmental, social, and economic dimensions. It aims to transparently communicate Bharat Bijlee's impact beyond profits, providing stakeholders with insight into how the Company integrates responsibility into its core operations. Data has been rationalized where appropriate to enhance clarity and relevance in this year's edition.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L31300MH1946PLC005017	
2.	Name of the Listed Entity	Bharat Bijlee Limited	
3.	Year of incorporation	1946	
4.	Registered office address	Electric Mansion, 6th Floor, Appasaheb Marathe Marg, Prabhadevi, Mumbai 40025	
5.	Corporate address	Electric Mansion, 6th Floor, Appasaheb Marathe Marg, Prabhadevi, Mumbai 40025	
6.	E-mail	bblcorporate@bharatbijlee.com	
7.	Telephone	022-4614 1414	
8.	Website	https://www.bharatbijlee.com/	
9.	Financial year for which reporting is being done	2024-2025	
10.	Name of the Stock Exchange(s) where shares are listed	Name of the Exchange	Stock Code
		NSE	BBL
		BSE	503960
11.	Paid-up Capital	INR 5,65,15,600	
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Durgesh N. Nagarkar Email: durgesh.nagarkar@bharatbijlee.com Contact No.: 9821519311	
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are made on a standalone basis for Bharat Bijlee Limited (BBL).	
14.	Name of the assurance provider	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.	
15.	Type of assurance obtained	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.	

II. Products/services
16. Details of business activities (accounting for 90% of the turnover):


S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Electrical engineering	100.00%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Industrial Systems (This segment comprises of the development, marketing and manufacture of a wide range of standard and customized electric motors; magnet technology machines and the engineering and supply of Drives and Automation systems.)	27103 27900	42.22%
2.	Power Systems (This segment comprises of the design, commissioning and marketing of power transformers, EPC projects for electrical substations including delivery, rectification, commissioning and servicing of transformers and marketing of maintenance products.)	27102	57.78%

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

Location	Number of plants	Number of offices	Total
National	1	13	14
International	0		

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States & UTs)	28 States and 8 UTs
International (No. of Countries)	0

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

The contribution of exports as a percentage of the total turnover of the entity is 1.34%

c. A brief on types of customers:

Bharat Bijlee operates solely in the Business-to-Business (B2B) domain, catering to a broad spectrum of clients that differ across its two core segments — Power and Industrial. Each segment serves distinct customer bases, including industrial enterprises, OEMs (Original Equipment Manufacturers), and large government organizations. The diversity in clientele reflects the unique demands and characteristics of each business vertical.

IV. Employees
20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	670	594	88.66	76	11.34
2.	Other than Permanent (E)	25	25	100.00	0	0.00
3.	Total employees (D + E)	695	619	89.06	76	10.94
WORKERS						
4.	Permanent (F)	411	410	99.76	1	0.24
5.	Other than Permanent (G)	926	921	99.46	5	0.54
6.	Total workers (F + G)	1337	1331	99.55	6	0.45

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	1	1	100.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	1	1	100.00	0	0.00
6.	Total differently abled workers (F + G)	1	1	100.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1*	9.09%
Key Management Personnel	5	0	0.00%

* Independent director

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.52	11.69	13.30	14.14	10.67	13.71	16.59	15.28	16.43
Permanent Workers	1.45	0.00	1.45	0.48	0.00	0.48	1.54	0.00	1.54

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint ventures


S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Not Applicable. The Company does not have any holding/ subsidiary/ associate companies/ joint ventures.				

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

(ii) Turnover (in ₹) – ₹ 19,01,68,65,252.41/-

(iii) Net worth (in ₹) – ₹ 772,72,02,681.00/-

VII. Transparency and Disclosures Compliances
25. Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)*	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
	<i>(If Yes, then provide web-link for grievance redress policy)</i>						
Communities	Yes. A register is kept at the factory entrance specifically to allow community members to record any grievances they wish to raise.	0	0	Nil	0	0	Nil

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
	<i>(If Yes, then provide web-link for grievance redress policy)</i>						
Investors (other than shareholders)	NA						
Shareholders	Yes. SEBI prescribed mechanism is being followed and Complaints can be lodged at https://scores.gov.in/	7	0	The complaints were resolved promptly.	2	0	The complaints were resolved promptly.
Employees and workers	Yes. The Company has a grievance redressal policy in place, which is accessible to all employees via the Company's intranet platform.	0	0	Nil	0	0	Nil
Customers	Yes. The Company has a dedicated service line system through which customers can lodge complaints using the designated phone numbers and email addresses provided for support.	8572	478	The majority of received concerns pertain to commissioning support, trouble-shooting or servicing for products within and outside warranty. Same were resolved promptly.	9773	401	The majority of received concerns pertain to commissioning support, trouble-shooting or servicing for products within and outside warranty. Same were resolved promptly.

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
	<i>(If Yes, then provide web-link for grievance redress policy)</i>						
Value Chain Partners	Yes, annual Vendor Perception survey.	0	0	Nil	0	0	Derived from an annual Vendor Perception survey.

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.¹

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.	Workforce health & safety	Risk	The industrial machinery sector involves high-risk operations, including exposure to moving equipment, electrical systems, and high-heat environments, making worker health and safety a critical issue. Failure to maintain rigorous safety standards could lead to increased injury rates, regulatory violations, reduced employee morale, and operational disruptions.	BBL has implemented a comprehensive occupational health and safety management system, with its Airoli facility in Navi Mumbai certified under ISO 45001:2018. The Company enforces a Safety & Occupational Health Policy and ensures all projects include a dedicated safety resource. Risk assessments—covering both routine and non-routine activities—are conducted through a formal Hazard Identification & Risk Assessment (HIRA) process, categorizing hazards based on severity and likelihood. Employees are trained regularly on safety protocols, emergency procedures, and equipment handling. Near-miss reporting is encouraged and monitored by Safety Committees, creating a culture of transparency and continuous improvement. Additional safety measures include the provision of PPE, lockout-tagout protocols, third-party audits, contractor safety controls, and on-site fire safety infrastructure.	Negative *No such instance has occurred in the reporting year.

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 8th May, 2025 at 14:10 IST.

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.	Energy Management	Risk	Energy management is a significant risk for Bharat Bijlee Limited due to potential increased operational costs from inefficient energy use. Dependence on non-renewable energy sources exposes the company to supply volatility and price fluctuations, while high energy consumption can lead to adverse environmental impacts, damaging the company's reputation. Inefficient energy management can also hinder the company's ability to achieve its sustainability goals and commitments.	BBL has adopted multiple strategies to improve energy efficiency across its operations. Energy-intensive air circulators have been replaced with energy-efficient High Volume, Low Speed (HVLS) fans to cut down electricity use. The Company is systematically transitioning all office and plant lighting to energy-saving LED fixtures. A move toward Induction Ovens has replaced outdated heating systems, significantly lowering energy consumption and improving process efficiency. Furthermore, the Company prioritizes the procurement of rechargeable battery-operated machinery and has upgraded various machines with induction-based motors, which significantly reduce energy losses and enhance overall efficiency.	Negative *No such instance has occurred in the reporting year.
3.	Supply chain	Risk	For BBL, dependence on a limited pool of suppliers can increase vulnerability regarding timely delivery and quality assurance of critical materials. This risk is amplified when suppliers fail to meet regulatory standards—particularly around environmental protection and labor laws—which could disrupt operations or lead to legal and reputational damage. Moreover, volatility in raw material prices can inflate production costs, directly impacting profitability and operational resilience.	To mitigate these risks, BBL has instituted a rigorous supplier onboarding and evaluation framework. Suppliers are vetted through detailed assessments to ensure alignment with the Company's standards. Approved vendors are bound by formal agreements that clearly outline performance expectations and compliance obligations. This proactive approach strengthens supplier accountability and enables BBL to build a more resilient, transparent, and responsible supply chain.	Negative *No such instance has occurred in the reporting year.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Remanufacturing Design & Services	Opportunity	BBL recognizes that remanufacturing offers a promising avenue to support environmental sustainability and reduce resource dependence. By repurposing components (or 'cores') from end-of-life machinery, the Company can reduce demand for virgin raw materials like steel and aluminium, lower manufacturing costs, and improve operational efficiency. Remanufacturing also aligns with circular economy principles by transforming waste into value-added products and opening new revenue streams through the resale of refurbished systems. This approach not only mitigates environmental impact but also enhances customer trust and brand reputation through sustainable product offerings.	NA	Positive
5.	GHG Emissions	Risk	Greenhouse gas emissions pose a regulatory and reputational risk for BBL, particularly due to energy use in manufacturing and the indirect emissions associated with raw materials and upstream logistics. In an increasingly carbon-conscious market, failure to manage GHG emissions can lead to stakeholder scrutiny, investor concerns, and alignment issues with customer sustainability expectations.	As outlined in Principle 6 of the BRSR, BBL has taken deliberate steps to reduce emissions intensity by optimizing energy consumption. These include adopting energy-efficient systems, reducing dependence on fossil fuels.	Negative *No such instance has occurred in the reporting year.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, most of the policies have been approved by the Board. The policies pertaining to local legislations and systems are approved by relevant senior management personnel.								
c. Web Link of the Policies, if available									
Sr. No.	Name of policy		Link to Policy				Which Principles each policies goes into		
1	Whistle-blower Policy & Vigil mechanism		https://www.bharatbijlee.com/media/15062/bbl_whistle-blower-policy.pdf				P1, P5		
2	CSR Policy		https://www.bharatbijlee.com/media/19986/bbl_csr-policy_11032021.pdf				P4, P8		
3	Policy on Related Party Transactions		https://www.bharatbijlee.com/media/21035/bbl_related-party-transactions-policy.pdf				P1, P4, P7		
4	EOHS Policy		https://www.bharatbijlee.com/company/investor-relations/policies/eohs-policy/				P2, P6		
5	Familiarization Programme for Independent Directors		https://www.bharatbijlee.com/media/13462/familiarisation-programme-for-independent-directors.pdf				P1		
6	Archival Policy		https://www.bharatbijlee.com/media/1203/bbl_archival_policy_lodr_2015.pdf				P1		
7	Policy on determination of materiality of events		https://www.bharatbijlee.com/media/16304/bbl_policy-on-determination-of-materiality-of-events.pdf				P1, P4		
8	Policy on preservation of documents		https://www.bharatbijlee.com/media/1205/bbl_policy_on_preservation_of_documents_lodr_2016.pdf				P1, P9		
9	Risk management policy		https://www.bharatbijlee.com/media/1206/bbl_risk-management-policy_04082021.pdf				P1, P2		
10	Policy on board diversity		https://www.bharatbijlee.com/media/1207/policy-on-board-diversity.pdf				P1, P8		
11	Nomination and Remuneration policy		https://www.bharatbijlee.com/media/1208/bbl_nomination-and-remuneration-policy_27052021.pdf				P3, P4		

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Sr. No.	Name of policy	Link to Policy			Which Principles each policies goes into					
12	Policy and Procedure for Enquiry in Case of Leak of UPSI or Suspected Leak of UPSI	https://www.bharatbijlee.com/media/16061/bbl_policy-on-leak-on-upsi_pit-regulations-2015_01042019.pdf			P1					
13	Dividend distribution policy	https://www.bharatbijlee.com/media/20440/bbl_div-dist-policy_04082021.pdf			P3, P4					
14	Code of Conduct for Board of Directors	https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf			P1					
15	Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and immediate relatives of Designated Persons	https://www.bharatbijlee.com/media/13459/bll_code-of-conduct_pit-regulations-2015_revised_feb-2021_final.pdf			P1					
16	Code of Practices and Procedure for Fair Disclosure of Unpublished Price Sensitive Information	https://www.bharatbijlee.com/media/13460/bll_principles-of-fair-disclosure-of-upsi_01042019.pdf			P1					

Additionally, the Company maintains multiple policies on its intranet that is accessible to the employees i.e., HR Manual. Grievance Redressal etc.

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)	No, value chain partners at BBL operate under binding agreements. However, the Company is evaluating the relevance of extending its internal policies to these partners and may implement such measures in the future based on that assessment.								
24. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO: 9001:2015 P1, P8, P9 – This standard specifies requirements for a quality management system, taken for Airoli. ISO: 14001:2015 P2, P6 – This standard specifies the requirements for an environmental management system, taken for Airoli Operations. ISO: 45001:2018 P3, P5 – This standard specifies requirements for an occupational health and safety (OH&S) management system, taken for Airoli.								





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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of its ESG journey, BBL aims to establish short-, medium-, and long-term targets in the coming years for key sustainability performance indicators, including those related to climate action, energy efficiency, water conservation, waste management, air emissions reduction, GHG mitigation, and biodiversity preservation.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At Bharat Bijlee, sustainability is deeply embedded in our business strategy and operations. The past year has been marked by significant progress across our Environmental, Social, and Governance (ESG) agenda. From achieving NABL accreditation for our Motors CTTF Lab and introducing our patented SynchroVERT energy-efficient motors, to contributing to India’s renewable energy transition through transformer supplies and EPC projects, we remain committed to technological excellence and climate-conscious innovation. Equally important are our social initiatives—our continued support for the Adolescent Education Program in partnership with Magic Bus India Foundation is transforming young lives in Navi Mumbai. We also strengthened employee well-being through mental wellness programs and deepened our culture of workplace safety through active participation in National Safety Week. Our recognition as an ESG Champion of India 2024 by Dun & Bradstreet in the Electrical & Electronic Equipment category, along with awards for excellence in manufacturing, reaffirms our position as a responsible and future-ready organization. The successful signing of the Long-Term Settlement with the workers’ union further underscores our belief in transparent, inclusive, and collaborative growth. We look forward to building on this momentum and advancing our journey toward a more resilient, inclusive, and sustainable future. -Mr. Nikhil J. Danani								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Nikhil J. Danani Vice Chairman and Managing Director Contact No.: +91 22 2430 6237 Email: bblcorporate@bharatbijlee.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has put in place all statutorily mandated committees and maintains robust internal control mechanisms to monitor and implement its various policies. However, a dedicated committee focused specifically on sustainability-related matters has not been formally established at this stage.								

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Company's performance in relation to its key policies is periodically reviewed by the Board of Directors, along with relevant committees such as the Nomination and Remuneration Committee, Risk Management Committee, and Audit Committee, as applicable. These reviews are conducted annually, biennially, or as needed in response to regulatory changes, ensuring continued alignment with legal obligations and internal governance standards.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has not encountered any significant instances of non-compliance. Operational challenges are promptly addressed as they occur, with ongoing monitoring to ensure the timely completion of all necessary compliance requirements.																	
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	Dhir & Dhir Associates, a law firm, has evaluated the implementation and effectiveness of our policies, particularly assessing their practical application. In addition, department heads and business leaders regularly review the policies, with any necessary updates being approved by management or the board. Internal audits may also assess processes and compliance, while regulatory compliance is subject to relevant scrutiny. This thorough approach ensures that our policies remain efficient, current, and in compliance with both internal and external standards.																	

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

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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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



Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarisation programme and general awareness session on Company's operations and details	100%
Key Managerial Personnel	1	Strategic Thinking & Implementation Workshop	50%
Employees other than BoD and KMPs	27	12 Steps Problem Solving: 7 QC Tools, Prioritization, RCA & CAPA, Basics of Vibration and Vibexpert II and Omnitrend Software Training, BeBetter – Developing A Healthy Mind, BeBetter – The Power of Balance (Pranjal Khatal), Cloud Security Certification Course, Compliance Under Labour Laws: Practices and Challenges, Day Certificate Programme on “Automotive Cybersecurity - Overview”, DNVGL – 9001:2015 Internal Auditor Course, GAT Training – Connect to Engage: A Communication Series Workshop, INTENSIVE COURSE: Electric Motor Design Using MotorXP and MATLAB – From Basics to Advanced, MTM TOC Journey, New Labour Codes, Online Workshop on ‘10X Your Sales: The Official Grant Cardone & GBA Sales Workshop’, POSH (Prevention of Sexual Harassment at Workplace), Six Sigma Green Belt, Supply Chain Management – TOC Way, The Art of Effective Business Communication, The TOC Journey for MTM, Understanding 6 Major Losses & OEE, Value Stream Mapping (VSM) – 1 Day Certification Course, Workshop on OEE and ERP Integration.	100%

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	39	Safe working practices, Material Handling, Environment management, Constructive leadership, Team building, Stress Management, Electrical Safety, Customer Centricity, Behavioural Training, POSH	70%

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Office of the Additional Commissioner, CGST & C EX, Navi Mumbai	Order in Original passed levying liability of Rs. 8,42,13,381/- and penalty and interest	Order dated 2nd January, 2025, was received by the company on 8th January, 2025; Penalty and interest imposed while treating surrendering of land for compensation as deemed taxable service; The Management does not reasonably expect the said order to have any material impact on the financials, operations or other activities of the Company. The Company preferred filing appeal against the matter, and have strong cases on merit and law.	Yes
Settlement		Nil	Nil	Nil	Nil
Compounding Fee		Nil	Nil	Nil	Nil
Non-Monetary					
Imprisonment		Nil	Nil	Nil	Nil
Punishment		Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
The Order has been passed by the GST Authority for non-payment of GST on compensation towards surrender of leasehold rights with equivalent Interest and penalty. The Company has preferred an appeal before the appropriate authority.	The Commissioner (Appeals), Raigarh, CGST.

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

Yes, Bharat Bijlee maintains the highest standards of corporate governance, understanding that ethical business practices are key to sound governance. The Company's Board of Directors has approved a Code of Conduct for Directors and Senior Management, which emphasizes principles of honesty, integrity, and adherence to relevant laws, regulations, and standards. Anti-bribery and anti-corruption provisions are central to this code, underscoring BBL's commitment to ethical conduct in all its operations.

Web link: https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf

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

	FY 2024-25	FY 2023-24
Directors	Nil. During the reporting year, no disciplinary action was taken by any law enforcement agency regarding charges of bribery or corruption against any of our Directors, KMPs, employees, or workers.	Nil. During the reporting year, no disciplinary action was taken by any law enforcement agency regarding charges of bribery or corruption against any of our Directors, KMPs, employees, or workers.
KMPs		
Employees		
Workers		

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

	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		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not applicable, as there were no complaints of this nature raised during the reporting year.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:³

	FY 2024-25	FY 2023-24
i) Accounts payable x 365 days		
ii) Cost of goods/services procured		
iii) Number of days of accounts payables	48	43

³ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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:⁴

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. i) Sales to dealer / distributors	₹ 45386.44 Lakhs	₹ 45,987.39 Lakhs
	ii) Total Sales	₹ 190168.65 Lakhs	₹ 1,87,247.83 Lakhs
	iii) Sales to dealer / distributors as % of total sales	23.87%	24.56%
	b. Number of dealers/distributors to whom sales are made	472	473
	c. i) Sales to top 10 dealers / distributors	₹ 12791.81 Lakhs	₹ 12,845.29 Lakhs
	ii) Total Sales to dealer / distributors	₹ 45386.44 Lakhs	₹ 45,987.39 Lakhs
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	28.18%	27.93%
Share of RPTs in	a. i) Purchases (Purchases with related parties)		
	ii) Total Purchases		
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.21%	0.19%
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
17	Confederation of India Industry (CII), Virtual Workshop on Green Manufacturing, Conducting Behavioral Event Interview, Creating Impact- New Business Development, Future Rail India 2024: Accelerating towards Viksit Bharat, 5th edition of the Smart Railways Conclave, HIPO- Business Orientation Workshop, Manufacturing Excellence & Smart Manufacturing to Pune, Strategic Leadership Masterclass, Strategic Thinking and Implementation workshop, The 7 Habits Of Highly Effective People, Virtual Session on Blue Ocean Strategy & Reverse Innovation, Business Excellence In Capital Equipment Sales, Safe Working Practices, Work Permit, Electrical Safety, Working at Height, Excavation Safety, Material Handling, Waste Management.	100%

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

The Company's Code of Conduct for Board members and senior management thoroughly covers the issue of conflict of interest. It defines what constitutes a conflict of interest and specifies activities that directors and senior management should avoid. This policy serves to create clear guidelines and expectations, ensuring that any potential conflicts are identified and appropriately managed within the Board and senior management.

Link - https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf

⁴ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicators

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

	2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	0.00	0.00	NA
Capex	22.05	7.61	Design optimization in motors simplify process that reduces environmental impact.

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

The Company follows a thorough and structured process when sourcing products and services, ensuring that all vendors undergo a detailed evaluation and due diligence. New suppliers are required to complete a comprehensive due diligence form. Preference is given to those who possess ISO 14001 certification for environmental management and ISO 45001 certification for occupational health and safety. Around 80% of the procurement value for CRGO, Copper, and Oils comes from suppliers who meet these standards. For vendors supplying chemical products like coated steel, paints, resins, varnish, and copper wire, adherence to the Restriction of Hazardous Substances Directive (RoHS) is compulsory.

Furthermore, the Company incorporates eco-friendly practices in storing finished goods. In collaboration with vendors, warehouses are equipped with carbon-neutral material handling systems powered by batteries. This initiative underscores the Company's commitment to sustainability, ensuring that environmental responsibility is embedded throughout the supply chain.

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

The Company is dedicated to ensuring the effectiveness of its procurement process, requiring suppliers to comply with the Company's Standard Operating Procedures (SOP) and relevant statutory guidelines. Key suppliers of CRGO, Copper, and Oils, which make up nearly 80% of the annual procurement value, are certified under ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety) standards.

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



The Company incorporates End-of-Life (EOL) disposal guidelines within its product brochures to inform end-users of proper disposal methods. Clear disposal symbols are displayed on products to guide users in the right disposal actions. Additionally, BBL conducts thorough assessments to evaluate the environmental impact of its products at the end of their life cycle.

BBL is deeply committed to environmental responsibility, prioritizing its Extended Producer Responsibility (EPR) obligations. The Company has partnered with a reputable recycling organization to effectively address plastic waste. This collaboration ensures that plastic waste generated from BBL products is recycled properly, contributing to the reduction of plastic pollution. In addition, the Company collaborates with government-authorized vendors to manage the disposal of various other waste types, including:

- a) Plastic waste – Recycled through EPR
- b) E-waste – Disposed of through registered vendors
- c) Hazardous waste – Disposed of through registered vendors
- d) Paper and everyday waste – Managed through municipal collectors
- e) Metal waste – Disposed of through registered vendors

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

Yes, the Company complies with Extended Producer Responsibility (EPR) in line with its operations. Registration for EPR has been initiated with the Central Pollution Control Board (CPCB). The Company has developed a detailed collection plan and has been assigned specific targets. In response, a thorough action plan has been created and submitted, outlining the strategies and measures required to meet the assigned targets for Extended Producer Responsibility.

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?

NIC Code	Name of Product/ Service	% of total Turnover Contributed (for FY 24-25)	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.
27103	Motors	35.58%	Cradle to grave	No, within the organization	Yes, included in the product brochures
27102	Transformers	51.13%	Cradle to grave	No, within the organization	Yes, included in the product brochures
27900	Magnet Technology Machines	3.07%	Cradle to grave	No, within the organization	Yes, included in the product brochures
27900	Servo Motors	0.73%	Cradle to grave	No, within the organization	Yes, included in the product brochures
27900	Drives & Other	2.27%	Cradle to grave	No, within the organization	Yes, included in the product brochures

The Company has conducted a Life Cycle Assessment (LCA) for its five primary products. The adopted LCA model employs a cradle-to-grave approach, offering a comprehensive analysis of the environmental impacts and resource consumption across the full life cycle of the products. This evaluation spans from raw material extraction to manufacturing, distribution, usage, and ultimately to product disposal or end-of-life management. Additionally, BBL performs an in-depth aspect impact study for its services. This study examines key factors such as procurement, transportation, manufacturing processes, waste generation, and waste disposal. Each element is carefully evaluated, and a significance rating is assigned, ensuring a complete understanding of the environmental footprint of the Company's services.

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
Motors	Waste generation	The Company incorporates End-of-Life (EOL) disposal guidelines within its product brochures to inform end-users of proper disposal methods. Clear disposal symbols are displayed on products to guide users in the right disposal actions. Additionally, BBL conducts thorough assessments to evaluate the environmental impact of its products at the end of their life cycle. BBL is deeply committed to environmental responsibility, prioritizing its Extended Producer Responsibility (EPR) obligations. The Company has partnered with a reputable recycling organization to effectively address plastic waste. This collaboration ensures that plastic waste generated from BBL products is recycled properly, contributing to the reduction of plastic pollution. In addition, the Company collaborates with government-authorized vendors to manage the disposal of various other waste types.
Transformers		
Servo Motors		
Drives		
Magnet Technology Machines		

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
This data is currently not quantified for the reporting year.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0 MT	17.17MT	0 MT	0 MT	46 MT	0 MT
E-waste	0 MT	0 MT	0 MT	0 MT	0 MT	0 MT
Hazardous Waste**	0 MT	18.24 MT	34.09 MT	0 MT	27.09 MT	36.95 MT
Other waste***	0 MT	536.8 MT	0 MT	0 MT	623.5 MT	0 MT

** MT stands for Metric Tonnes.

** Hazardous waste is paint, sludge, waste oil and waste paint thinner.

*** The category of "Other waste" encompasses materials such as packing wood, metal scraps, and cardboard boxes.

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 percentage of products sold) for each product category
Nil	

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

Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	594	594	100.00	594	100.00	0	0.00	0	0	0	0
Female	76	76	100.00	76	100.00	76	100.00	0	0	76	100
Total	670	670	100.00	670	100.00	76	100.00	0	0	76	11.34
Other than Permanent Employees											
Male	25	0	0.00	25	100.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	25	0	0.00	25	100.00	0	0.00	0	0.00	0	0.00

* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female workers.

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	410	410	100.00	410	100.00	0	0.00	0	0.00	410	100.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	1	100.00
Total	411	411	100.00	411	100.00	1	100.00	0	0.00	411	100.00
Other than Permanent Workers											
Male	921	921	100.00	921	100.00	0	0.00	0	0.00	921	100.00
Female	5	5	100.00	5	100.00	5	100.00	0	0.00	5	100.00
Total	926	926	100.00	926	100.00	5	100.00	0	0.00	926	100.00

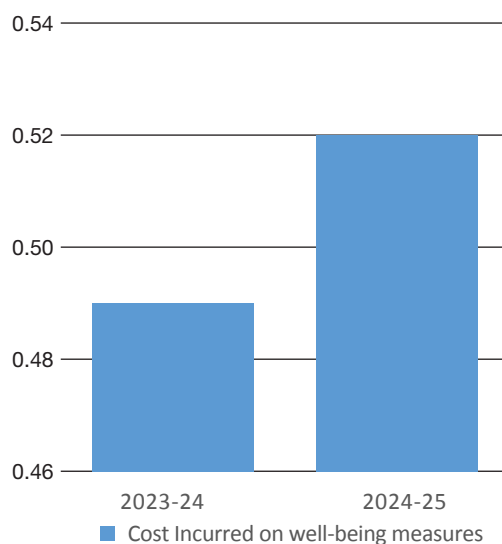
* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female workers.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format⁵:

	FY 2024-25	FY 2023-24
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	98112316	90925616
ii) Total revenue of the company	19016865252.41	18724782778.00
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.52%	0.48%

5 The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Cost Incurred on well-being measures



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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI	0.00	73.00	Y	0.00	68.00	Y
Family Pension Fund	100.00	100.00	Y	100.00	100.00	Y
NPS	100.00	7.50	Y	100.00	7.00	Y

3. Accessibility of workplaces

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



Yes, BBL is committed to promoting inclusivity and diversity in the workplace by implementing accessibility measures. The Company strives to create an environment where individuals, regardless of their abilities, have equal opportunities to participate and contribute. This initiative fosters a culture of respect, equality, and diversity, which in turn enhances teamwork, boosts employee morale, and improves overall productivity.

To support this commitment, BBL has incorporated various accessibility features such as stairs with railings, walkways, elevators, ramps, and dedicated washrooms, ensuring that differently-abled employees, workers, and visitors can navigate the premises with ease.

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.

Ensuring equal opportunity in the workplace is key to promoting fairness, diversity, and inclusion. This practice attracts top talent, improves performance, ensures compliance with legal obligations, and enhances the Company's reputation. By creating a level playing field, BBL fosters a supportive environment where employees can thrive and reach their full potential.

In line with this commitment, BBL has embedded the principle of equal opportunity within its HR Policy manual. The Company is devoted to providing fair treatment to job applicants and employees, irrespective of color, creed, race, nationality, sex, marital status, disability, or age.

Additionally, the Employee Code of Conduct Policy outlines expectations for ethical and honest behavior, fostering a corporate climate that values integrity and dignity for all individuals. This policy ensures compliance with laws, rules, and regulations that govern the Company's business activities.

These policies are readily accessible to all employees via the Company's intranet, reinforcing BBL's dedication to transparency and creating a workplace founded on equality, integrity, and ethical practices.

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

	Permanent Employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

A strong grievance redressal system is crucial for ensuring that employees have a fair and efficient way to address concerns and conflicts. It plays a vital role in creating a positive work environment, boosting employee satisfaction, and promoting well-being. By handling grievances promptly and transparently, organizations demonstrate their commitment to equitable treatment and respect for employee rights, fostering trust and reducing workplace conflicts. Ultimately, an effective grievance redressal system is essential for organizational success, enhancing employee engagement and a harmonious work culture.

At BBL, we prioritize grievance resolution and have set up a works committee to address employee and worker concerns. For management staff, a Grievance Redressal Policy is in place, featuring a grievance committee and a structured process. This policy is accessible through the Company's intranet, ensuring transparency and reinforcing our commitment to fair treatment and employee well-being.

7. Membership of employees and worker in association(s) or Unions recognized 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)
Total Permanent Employees	670	0	0.00	636	0	0.00
Male	594	0	0.00	558	0	0.00
Female	76	0	0.00	78	0	0.00
Total Permanent Worker	411	411	100.00	416	416	100.00
Male	410	410	100.00	415	415	100.00
Female	1	1	100.00	1	1	100.00

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	619	476	76.90	567	91.60	577	319	55.29	414	71.75
Female	76	76	100.00	76	100.00	78	34	43.59	62	79.49
Total	695	552	79.42	643	92.52	655	353	53.89	476	72.67
Workers										
Male	1331	784	58.90	160	12.02	1298	1291	99.46	290	22.34
Female	6	6	100.00	0	0.00	9	9	100.00	6	66.67
Total	1337	790	59.09	160	11.97	1307	1300	99.46	296	22.65

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	619	619	100.00	577	454	78.68
Female	76	76	100.00	78	64	82.05
Total	695	695	100.00	655	518	79.08
Workers						
Male	1331	921	69.20	1298	881	67.87
Female	6	5	83.33	9	8	88.89
Total	1337	926	69.26	1307	889	68.02

10. Health and safety management system:

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



A strong occupational health and safety management system emphasizes proactive identification and mitigation of workplace hazards, focusing on preventive measures and continuous improvement of safety practices.

The Company has established a comprehensive occupational health and safety management system, with its Airoli facility in Navi Mumbai certified under ISO 45001 OHSMS (Occupational Health and Safety Management System). BBL actively enforces a Safety & Occupational Health Policy across its operations, ensuring preparedness with strategically placed fire equipment throughout the premises. Additionally, a dedicated safety resource is incorporated into all projects to uphold health and safety standards. This approach highlights the Company's commitment to ensuring a secure and healthy work environment for employees and stakeholders.

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

Risk assessment is a critical process for identifying and evaluating potential hazards within an organization. It involves a detailed review of activities, processes, and operations to determine the likelihood and impact of various risks. Through this approach, the Company proactively identifies concerns, understands the potential consequences, and develops strategies to mitigate risks.

At BBL, Hazard Identification & Risk Assessment (HIRA) is carried out systematically following procedures developed by the Company. Both routine and non-routine activities are thoroughly assessed, and hazards are categorized as either acceptable or non-acceptable based on the identified risks. This commitment to risk assessment ensures the mitigation of potential hazards, fostering a safer work environment and strengthening the Company's overall risk management framework.

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

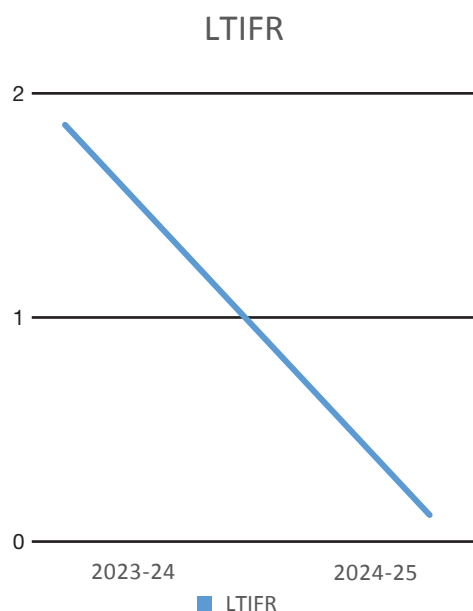
Yes, workers are encouraged to report work-related hazards during safety committee meetings. The Safety Committee carefully monitors and addresses all reported hazards. In addition, a culture of reporting near-miss incidents is promoted, urging workers to report unsafe conditions and actions. This proactive approach helps strengthen the safety culture within the organization, ensuring that risks and hazards are quickly identified, reported, and managed to maintain a safe work environment.

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

Yes, BBL offers a mediclaim policy to all employees and workers, covering them, their spouses, and up to two children.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.41	1.89
Total recordable work-related injuries	Employees	0	0
	Workers	1	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0



12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Creating a safe and healthy workplace is essential not just from a legal and ethical standpoint, but also for enhancing employee productivity, well-being, and organizational resilience. BBL is committed to maintaining high standards of occupational health and safety by implementing policies that align with all applicable laws and regulations.

The Company routinely conducts risk assessments for new and ongoing activities to proactively identify and mitigate hazards. Employees receive regular training on safety procedures, emergency protocols, and proper equipment use. Safety audits—internal, electrical, and third-party—are conducted to ensure workplace safety standards are consistently met.

BBL also upholds strict equipment and facility safety through provision of Personal Protective Equipment (PPE), contractor management protocols, work permit systems, Lockout Tagout procedures for energized equipment, and engineering controls for high-risk operations. Designated safety committees further promote transparency and encourage reporting of incidents and near-misses, embedding safety into the Company's culture and operations.

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

	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	3	1	We have received safety suggestions for the operations area and are taking the following actions: 1. Dust Control at Auto Winding: An action plan is underway to design an appropriate collection system for dust generated during the grinding process. 2. Temperature Management in Motors Plant: To address high temperatures during the summer, the plan includes installing fresh air blowers, rooftop water sprinklers, and heat insulators beneath the roof sheets. 3. Support for Suspended Loads: Fixtures or stands will be provided to support heavy jobs that require work underneath while suspended by an EOT crane.	5	2	On the shop floor, water leakage and overflow occur during heavy rains. Additionally, the ETP treated water used for gardening had an unpleasant smell. This issue has been addressed by revisiting and making necessary corrections to the STP operations.
Health & Safety	15	2	NA	26	5	Complaints were pertaining to BOPT operations in the TMV area, dust generation from the grinding operations and other routing safety issues

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%

**BBL's facility located in Airoli, Navi Mumbai, holds ISO 45001 certification.

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

Based on the evaluations of health and safety practices and working conditions, BBL continues to strengthen its safety framework through targeted initiatives. These include installing fire alarm systems at critical locations, developing safety induction modules for visitors, and actively working to eliminate fall hazards in applicable processes.

A machine guarding study has been completed, identifying the requirements for various types of guards. Work is currently in progress to implement 360-degree guarding around the machines.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, all employees are covered under Personal Accident and Term Life insurance policies, while workers are provided with Personal Accident coverage. These measures help ensure financial protection and well-being for the workforce in case of unforeseen incidents.

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

To ensure statutory dues are properly deducted and deposited by our value chain partners, Bharat Bijlee has adopted a structured compliance approach:

a. Contract Labour Management through SOPs:

A defined Standard Operating Procedure (SOP) governs the management of contract labour. This framework ensures clear processes are in place for deduction and remittance of statutory dues.

b. Pre-engagement Compliance Checks:

Before onboarding contractors, we carry out due diligence to confirm that they hold valid registrations under the Employees' Provident Fund (EPF) and Employees' State Insurance Scheme (ESIS), ensuring alignment with statutory obligations from the outset.

c. Ongoing Monitoring and Verification:

BBL regularly verifies the implementation of minimum wage norms and monthly compliance with EPF and Employees' State Insurance (ESI) payments. This continuous oversight helps maintain consistent legal compliance across the value chain.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	1	6	1	6

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)

Currently, the Company does not have transition assistance programs in place. However, it intends to assess the need and relevance of such initiatives in the future and will consider their implementation based on the outcome of that evaluation.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	10%
Working Conditions	10%

BBL conducts annual audits of its value chain partners to evaluate their performance across key areas such as quality, safety, and environmental practices. These assessments are scored through a structured rating system, offering a clear picture of each partner's compliance with the Company's standards. This initiative reinforces accountability and encourages ongoing improvements, helping to maintain high standards across the supply chain.

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.

- Contractor Training and Awareness for High-Risk Activities:** All contractors involved in high-risk tasks receive thorough training and awareness sessions. These programs are designed to equip them with the essential knowledge and competencies to perform their duties safely and responsibly.
- Risk Assessment:** Detailed risk assessments are carried out to identify potential hazards linked to various operations. This forward-looking approach enables the implementation of effective mitigation strategies, helping to improve overall safety.
- Personal Protective Equipment (PPE):** The Company ensures that Personal Protective Equipment such as helmets, safety goggles, gloves, and other gear is readily available and used wherever required. This applies especially to value chain partners visiting the facility and participating in on-site activities.
- Standard Operating Procedures (SOPs):** Well-defined Standard Operating Procedures are in place for various tasks, promoting standardized, safe, and efficient execution of activities. Adherence to these SOPs fosters operational consistency and strengthens the safety culture.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders
Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity.

We follow a structured and deliberate approach to stakeholder engagement, starting with the identification of both internal and external stakeholders. Each group is then assessed to evaluate the extent of their influence on our operations and how our activities, in turn, affect them. This evaluation helps us prioritize stakeholders based on their relevance to our business goals.

Ongoing communication with these stakeholders—through multiple channels—has played a vital role in strengthening our relationships and refining our strategic direction. Regular interactions allow us to stay attuned to their expectations and concerns, reinforcing transparency and trust. Ultimately, this inclusive engagement process supports better decision-making and contributes to our long-term success and sustainability.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers 	No	Website, Pamphlets Newspaper, Email, SMS	Ongoing	Product pricing, Customer relationship management, Innovation, Transparency.
Regulatory Bodies 	No	Website, newspaper, Email	Need based	Fair and ethical business practices and Transparency in disclosures.
Employees 	No	Meetings, Notice boards, Email, SMS, Internal Employee Portal, Website, House Magazine, WhatsApp	Frequently, need based	Health information, Knowledge Sharing, Benefits information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness (both psychological and physical).
Shareholders 	No	Email, SMS, Newspaper, Advertisement, Meetings, Notice Board, Website	Quarterly	Company Financials.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community 	Yes	Newspaper, Website, Pamphlets, Advertisements	Ongoing	Community development and Financial inclusion.

Leadership Indicators

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

The Company values stakeholder feedback and ensures it is prioritized. Whenever a concern arises, a thorough consultation process is initiated, involving relevant stakeholders and, if necessary, the Board for in-depth discussions. This approach helps ensure that the decisions made reflect the interests and well-being of all parties, fostering collaboration and mutual benefits.

- 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.**

Currently, BBL does not actively consult stakeholders for the identification and management of environmental and social issues. However, the Company is committed to incorporating this process in the future, aligning with evolving requirements.

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

There were no such instances recorded during the reporting period.

BBL's CSR initiatives are designed to support disadvantaged and marginalized communities. These initiatives are carefully aligned with the Company's CSR Policy, ensuring that projects address the needs of vulnerable groups.

PRINCIPLE 5: Businesses should respect and promote human rights
Essentials 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)
Employees						
Permanent	670	42	6.27	636	173	27.20
Other than permanent	25	0	0.00	19	0	0.00
Total Employees	695	42	6.04	655	173	26.41
Workers						
Permanent	411	411	100.00	416	416	100.00
Other than permanent	926	926	100.00	889	889	100.00
Total Workers	1337	1337	100.00	1307	1307	100.00

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

Category 	FY 2024-25					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)
Employees										
Permanent	670	0	0.00	670	100.00	636	0	0.00	636	100.00
Male	594	0	0.00	594	100.00	558	0	0.00	558	100.00
Female	76	0	0.00	76	100.00	78	0	0.00	78	100.00
Other than Permanent	25	0	0.00	25	100.00	19	0	0.00	19	100.00
Male	25	0	0.00	25	100.00	19	0	0.00	19	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	411	0	0.00	411	100.00	416	0	0.00	416	100.00
Male	410	0	0.00	410	100.00	415	0	0.00	415	100.00
Female	1	0	0.00	1	100.00	1	0	0.00	1	100.00
Other than Permanent	926	771	83.26	151	16.31	889	766	86.16	125	14.06
Male	921	766	83.17047	150	16.29	881	758	86.04	125	14.19
Female	5	5	100.00	1	20.00	8	8	100.00	0	0.00

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR Per Annum)	Number	Median remuneration/ Salary/ Wages of respective category (INR Per Annum)
Board of Directors (BoD)*	3	117355500.0	0	0
Key Managerial Personnel*	2	7452686.0	0	0
Employees other than BoD and KMP	617	1082019.0	76	1090825.0
Workers	410	694911.2	1	5194134

* BoDs and KMPs receiving sitting fees are not considered for the calculation of Median.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format⁶:

	FY 2024-25	FY 2023-24
Gross wages paid to females		
Total wages		
Gross wages paid to females (Gross wages paid to females as % of total wages)	10.72	0.17*

* There is a considerable change in the number as the total wages for last year only included women worker count. However, this year, as per the clarification provided by the industry standards, the same is inclusive of all permanent and other than permanent employees and workers.

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 has designated the HR head as the focal point for addressing human rights impacts or issues caused or contributed to by its business.

Additionally, the Company has established a Whistleblower Policy to foster an environment where employees feel safe to report concerns without the fear of retaliation or discrimination. This policy outlines a structured process for raising issues, with designated individuals or committees as the point of contact. Moreover, the Prevention of Sexual Harassment (POSH) Members, either individually or as a committee, are responsible for addressing sexual discrimination or any other form of discrimination arising from the Company's operations.

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

The Company is firmly committed to protecting employees who report concerns related to human rights issues, ensuring they are not subject to discrimination, retaliation, or harassment. This protection is embedded in the Whistleblower Policy, Code of Conduct, and Grievance Policy, all of which emphasize confidentiality and the safeguarding of the complainant's identity throughout the investigative process.

To ensure statutory compliance, the Company has established an Internal Complaints Committee to address sexual harassment issues. Additionally, a Works Committee is in place to handle complaints regarding working conditions, safety, and other related concerns. The Grievance Redressal Policy serves as a comprehensive framework for addressing employee grievances. Collectively, these mechanisms reflect the Company's unwavering commitment to maintaining a respectful, secure, and responsive work environment.

⁶ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil. No complaints were filed on the mentioned parameter in the reporting year.			Nil. No complaints were filed on the mentioned parameter in the reporting year.		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format⁷:

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

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

The Company is steadfast in its commitment to prevent any form of discrimination, retaliation, or harassment against employees who report concerns or actively participate in investigations via the Vigil Mechanism. This commitment is reinforced by our Whistleblower Policy, Code of Conduct, and Grievance Policy, which emphasize the importance of protecting the complainant's identity and maintaining confidentiality throughout the investigative process.

In compliance with statutory requirements, the Company has established an Internal Complaints Committee specifically tasked with addressing sexual harassment issues. In addition, a Works Committee has been formed to address concerns related to working conditions, safety, and other similar matters. The Grievance Redressal Policy further supports the resolution of various employee grievances. These comprehensive measures highlight the Company's dedication to ensuring a secure, respectful, and responsive workplace environment, prioritizing the well-being and rights of all employees.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, compliance with human rights standards is integrated into our business agreements and contracts.

⁷ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Nil
Forced/involuntary labour	Nil
Sexual Harassment	Nil
Discrimination at workplace	Nil
Wages	Nil

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

The evaluation conducted at Question 10 has not revealed any negative comments or criticisms. There are no adverse remarks or unfavourable findings associated with the assessment at this stage.

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

While the Company maintains an open-door policy and is committed to adapting its processes when necessary, no significant grievances or complaints have yet triggered immediate modifications to our existing business processes. The open-door policy continues to serve as an effective means for continuous communication and feedback from employees and stakeholders, fostering a proactive approach to identifying potential improvements.

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

Currently, the Company does not engage in formal Human Rights due diligence. However, the Company is open to evaluating the importance of such due diligence and is prepared to incorporate it into its operations in the future as part of its ongoing commitment to responsible business practices.

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?

BBL is committed to promoting inclusivity and diversity within the workplace by ensuring that individuals with disabilities have equal opportunities to participate and contribute. To support this, the Company has implemented various accessibility features at its premises, such as ramps, elevators, walkways, stairs with railings, and separate washrooms for differently-abled employees, workers, and visitors. These measures not only comply with the Rights of Persons with Disabilities Act, 2016 but also reflect BBL's dedication to creating an inclusive environment where individuals of all abilities can thrive.

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. The Company is currently not assessing its value chain partners on the provided parameters.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others	

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

Not Applicable.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:⁸

Parameter	FY 2024-25 (In Megajoules)	FY 2023-24 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	0.00	0.00
From non-renewable sources		
Total electricity consumption (D)	3,52,97,136.00	3,37,90,896.00
Total fuel consumption (E)*	1,62,08,906.32	2,04,77,109.46
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	5,15,06,042.32	5,42,68,005.46
Total energy consumed (A+B+C+D+E+F)	5,15,06,042.32	5,42,68,005.46
Energy intensity per rupee of turnover (<i>Total energy consumption/ Revenue from Operations</i>) (MJ/ Rupee)	0.0027	0.0029
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (<i>Total energy consumed / Revenue from operations adjusted for PPP</i>) ⁹ (MJ/ USD)	0.06	0.065
Energy intensity in terms of physical output (MJ/ Nos) ¹⁰	167.55	183.74
Energy intensity (optional) – the relevant metric may be selected by the entity	—	—

- Change in fuel numbers is due to reduction in fuel used in owned vehicles and CNG not being used for reporting year.

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/ evaluation/assurance has been carried out by an external agency: No

8 The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

9 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

10 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Not Applicable. The Company does not come under the PAT scheme.

3. Provide details of the following disclosures related to water, in the following format:¹¹

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	92,848.00	71,322.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	92,848.00	71,322.00
Total volume of water consumption (in kilolitres) (KL/ Rupee)	92,848.00	71,322.00
Water intensity per lakh of rupee of turnover (Water consumed in kilolitres / Revenue from operations) (KL/ Rupee)	0.0000049	0.0000039
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) ¹²	0.00010	0.00009
Water intensity in terms of physical output ¹³ (KL/ Nos)	0.30	0.24
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No independent assessment/ evaluation/assurance has been carried out by an external agency: No

* Increase in water withdrawal is due to increase in usage of water in the booths.

- 11 The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
- 12 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
- 13 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	The Company has a Zero Liquid Discharge mechanism at its plant. No water is being discharged.	
– No treatment		
– With treatment – please specify level of treatment		
(ii) To Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) To Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No independent assessment/ evaluation/assurance has been carried out by an external agency

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

The Company has implemented a Zero Liquid Discharge system at its Airoli unit in Navi Mumbai to address water scarcity. Wastewater from industrial processes and domestic use is treated in both a Sewage Treatment Plant (STP) and an Effluent Treatment Plant (ETP), ensuring compliance with environmental standards. The treated water is repurposed for gardening, supporting sustainable water management and contributing to water conservation efforts.

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		Kg/year	34,206.10	36,017.09
SOx		Kg/year	6,922.36	7,257.25
Particulate matter (PM)		Kg/year	22,411.39	21,496.34
Persistent organic pollutants (POP)		Kg/year	0.00	0.00
Volatile organic compounds (VOC)		Kg/year	Cannot be quantified	Cannot be quantified
Hazardous air pollutants (HAP)		Kg/year	0.00	0.00
Others – CO		Kg/year	2,550.30	3,940.03

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/ evaluation/assurance has been carried out by an external agency

Yes, the Company has taken the proactive step of appointing an external agency, namely M/s Gadark Lab Pvt. Ltd., to monitor environmental emissions at the BBL Airoli Unit in Navi Mumbai. This external agency plays a crucial role in conducting assessments and evaluations to ensure compliance with environmental regulations and standards.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:¹⁴

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	1080.17	1,231.44
Total Scope 2 emissions¹⁵ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	9,500.81	7,696.82
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<i>Metric tonnes of CO₂ equivalent per rupees</i>	0.00000056	0.00000048
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) ¹⁶	<i>Metric tonnes of CO₂ equivalent per USD</i>	0.000011	0.000011
Total Scope 1 and Scope 2 emissions intensity in terms of physical output ¹⁷	<i>Metric tonnes of CO₂ equivalent per Nos</i>	0.034	0.027
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	—	—	—

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
 If yes, name of the external agency. No independent assessment/ evaluation/assurance has been carried out by an external agency: No

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

BBL acknowledges the critical importance of reducing greenhouse gas (GHG) emissions as part of its commitment to combating climate change, preserving the environment, promoting sustainable development, and ensuring public health and energy security. Recognizing the shared responsibility among individuals, businesses, and governments, BBL is proactively implementing operational changes aimed at minimizing its carbon footprint. Key initiatives include:

- **Energy Efficiency through LED Implementation:**
All conventional lamps across the entire factory premises have been replaced with energy-efficient LED lighting, resulting in a significant reduction in overall power consumption.
- **Transition to Cleaner Fuel in Canteen Operations:**
The use of LPG in the canteen has been entirely replaced with Piped Natural Gas (PNG), a cleaner and more environmentally friendly alternative.

¹⁴ The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁵ The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

¹⁶ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁷ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

- **Reduction in Hazardous Waste Generation:**
Targeted measures have been implemented to minimize the generation of hazardous wastes such as paint residues and contaminated cotton waste. These efforts have led to a reduction of over 10% in hazardous waste generation, thereby directly reducing the volume of waste requiring incineration.
- **Renewable Energy Initiative:**
A feasibility study for a solar power project has been initiated with the objective of enabling self-reliant power generation for the canteen building.

9. Provide details related to waste management by the entity, in the following format:¹⁸

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.17	16.45
E-waste (B)	0.001	0.01
Bio-medical waste (C)	0.0004	0.001
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.86	1.04
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please Specify, if any. (G)		
Used/Spent Oil	18.51	20.79
Cotton Waste	6.07	6.90
Saw Dust	0.64	0.56
Residue containing oil	0.40	0.32
Empty Containers	2.75	1.36
Process waste & Paint Sludge	12.78	15.87
Waste & residues of Resin, Glue	4.59	8.93
Waste Thinner, Paint, resin	5.75	5.57
ETP Sludge	0.20	0.54
Insulation Paper	0.65	0.40
Other Non-hazardous waste generated (H). Please specify, if any.		
Aluminium Scrap	20.40	22.64
Copper Scrap	127.41	116.70
Wooden Scrap	287.50	307.00
Corrugated boxes and packaging material	101.49	110.00
Total (A+B + C + D + E + F + G + H)	607.16	635.0005
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ Rupee)	0.000000032	0.000000034
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)¹⁹ (MT/ USD)	0.000000066	0.000000077
Waste intensity in terms of physical output ²⁰ (MT/ Nos)	0.0020	0.0021
Waste intensity (optional) - the relevant metric may be selected by the entity	—	—

18 The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

19 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

20 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (Oil and Plastic)	573.07	594.62
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	573.07	594.62
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration (Cotton waste, Saw dust, Residue containing oil, process waste and paint sludge, waste and residues of resin glue, waste thinner, paint, resin)	30.22	38.15
(ii) Landfilling	3.86	2.30
(iii) Other disposal operations	0.00	0.00
Total	34.08	40.45

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/ evaluation/assurance has been carried out by an external agency. No

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

BBL has adopted a comprehensive and systematic approach to waste management, integrating multiple strategies aimed at minimizing environmental impact and promoting operational efficiency.

- Structured Waste Segregation and Disposal Protocols: Clearly defined procedures for the segregation and disposal of various waste streams ensure responsible handling of materials, thereby reducing the risk of environmental contamination.
- Employee Awareness and Training Programs: Regular training sessions are conducted to educate employees about proper waste segregation techniques and the broader environmental implications of waste generation. This initiative encourages active participation and cultivates a culture of environmental responsibility within the organization.
- Recycling Initiatives and Equipment Upgrades: The company has introduced measures such as the recycling of used personal protective equipment (PPEs) and has replaced outdated paint booths with dry-type variants. These upgrades significantly reduce the generation of paint sludge, contributing to cleaner production processes.
- Minimization of Nonstandard Paint Containers: By reducing the reliance on nonstandard paint containers, BBL has curtailed material wastage that often results from incomplete paint utilization, thereby optimizing resource use.
- Centralized Paint Management System: The implementation of a centralized system for managing paint operations has led to greater control and efficiency, effectively minimizing paint-related waste.
- Operational Enhancements in Vacuum Pressure Impregnation (VPI): Continuous improvement measures have been introduced in the VPI process, targeting the reduction of process-related waste and enhancing overall resource efficiency.

Through these integrated initiatives, BBL underscores its commitment to sustainable waste management, not only ensuring compliance with applicable environmental regulations but also actively working to reduce its ecological footprint.

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

S. No.	Location of operations/offices	Types 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 the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. No projects attracting EIA were undertaken in the reporting year.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
BBL strictly complies with all relevant environmental laws, regulations, and guidelines in India. The Company ensures that its emissions and waste are well within the limits set by regulatory authorities, such as the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCB).				

Leadership Indicators

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.
– No treatment		
– With treatment – please specify level of treatment		
(ii) Into Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) Into Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency. No independent assessment/ evaluation/assurance has been carried out by an external agency. NA

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	6.15	5.56
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ Equivalent/ Rupee</i>	0.0000000003	0.00000000030
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. No independent assessment/ evaluation/assurance has been carried out by an external agency. No

* Please Note that Scope3 calculations are done on a limited basis and only waste data is taken into consideration.

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. The Company does not have any operations or offices situated in or around ecologically sensitive areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1.	Installation of Retrofit Emission Control Devices (RECD) on Diesel Generators (D.G.s)	Emission control devices have been retrofitted to all D.G. sets to ensure that emissions remain within permissible limits, thereby contributing to improved air quality.	Significant reduction in air pollutants emitted from D.G. stacks.
2.	Use of Reusable Plastic Containers for Component Packaging	Components used in motor production, previously delivered in single-use corrugated packaging, are now transported using reusable plastic containers developed in-house.	Reduced resource consumption and minimized packaging waste.
3.	Reduced resource consumption and minimized packaging waste.	Older motors in various machines have been replaced with energy-efficient induction technology-based motors to enhance energy conservation. Additionally, we have switched to digital sales invoice from the traditional paper invoices to reduce consumption of paper.	Improved energy efficiency and prevention of energy loss, contributing to overall energy savings. Switching to digital invoices enhances resource efficiency by reducing paper use, cutting operational costs, and streamlining processes.

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

BBL acknowledges the vital role of an effective and structured disaster management framework in minimizing the impact of unforeseen emergencies. The Company's approach is rooted in proactive risk identification, the formulation of clear response protocols, continuous employee training, and a strong focus on both immediate recovery and long-term resilience. A well-designed disaster management system is essential not only for protecting human lives and critical infrastructure but also for safeguarding the environment and ensuring business continuity.

To uphold these principles, BBL has instituted a comprehensive Disaster Management Plan that integrates preventive, responsive, and corrective strategies to address a wide spectrum of emergencies—ranging from natural calamities to operational and technological disruptions. The plan outlines clearly defined roles and responsibilities, response procedures, communication protocols, and recovery mechanisms to enable a coordinated and timely reaction during crisis situations.

By operationalizing this robust framework, BBL demonstrates its unwavering commitment to the safety of its employees, the protection of assets, and the broader goal of supporting community and environmental resilience. This initiative not only strengthens organizational preparedness but also contributes meaningfully to the larger societal goal of disaster risk reduction.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

In the reporting year, 15% of our value chain partners (measured by the value of business conducted) underwent environmental impact assessments. These assessments are part of our ongoing efforts to encourage sustainable practices and reinforce environmental responsibility across our value chain.

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

In the reporting year, 10% of our value chain partners (by value of business done with value chain partners) underwent assessments to evaluate their environmental impacts. Through these assessments, we aim to promote sustainable practices and foster environmental responsibility throughout our value chain.

8. How many Green Credits have been generated or procured²¹:

- By the listed entity - Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

21 The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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

Essential Indicators

1.
 - a) Number of affiliations with trade and industry chambers/ associations.
The number of affiliations with trade and industry chambers/ associations are six (6).
 - b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Elevator & Escalator Component Manufacturers' Association of India (EECMAI)	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Indian Merchants' Chamber	National
4	Indo German Chamber of Commerce	National
5	Thane-Belapur Industries' Association	State
6	Bombay Chamber of Commerce and Industry	State

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

Name of authority	Brief of the case	Corrective active taken
There have been no instances of anti-competitive conduct by the entity.		

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
The Company did not engage in any public policy advocacy during the reporting year.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development
Essential Indicators

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

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
No Social Impact Assessment (SIA) projects were undertaken by the Company during the reporting year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable. No project attracting R&R was undertaken by the Company in the reporting year.						

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

BBL recognizes the importance of protecting the lives and well-being of communities near its operations. In line with this commitment, the Company has implemented a grievance register to address concerns from community members. The register is regularly reviewed to ensure timely and effective resolution of grievances. This proactive approach highlights BBL's dedication to community engagement and fostering strong, positive relationships with local stakeholders through responsive and attentive actions.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:²²**

		FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers		32.16%	32.88%
Sourced directly from within India	₹	96.22%	95.61%

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 cost²³**

Location	FY 2024-25	FY 2023-24
1. Rural	0.05	0.00
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Rural areas	0.05%	0.00%
2. Semi-Urban	0.00	0.00
3. Urban	1.87	1.94
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of Job creation in Urban areas	1.87%	1.94%

22 The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

23 The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)		
ii) Total Wage Cost		
iii) % of of Job creation in Metropolitan area	98.08%	98.06%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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

Currently, the Company does not have formal initiatives focused on onboarding suppliers from marginalized or vulnerable groups. However, there is an awareness of the potential value these initiatives could bring. The Company is committed to evaluating the necessity of such programs and will consider implementing them in the future, based on this assessment.

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

Not Applicable.

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

Not Applicable.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable for Bharat Bijlee				

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

Name of authority	Brief of the case	Corrective Action taken
Not applicable for Bharat Bijlee		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Our CSR program focusses on providing life skills education, career awareness and vocational training for adolescents and youth from underprivileged communities in Mumbai and Navi Mumbai, equipping them with better livelihood opportunities.	Through our program, we have empowered over 12,000 adolescents and youth to build a more secure future.	Around 10% of the beneficiaries are from NT, DNT, Adivasi, and other marginalized communities in Navi Mumbai.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner
Essential Indicators
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We operate a dedicated Service Line system that enables customers to register complaints through phone or email. Upon receipt, each complaint is documented and assigned to the relevant business unit. A unique notification number is generated and shared with the customer for easy reference and tracking. To ensure timely resolution, predefined Turnaround Times (TATs) are established based on the type of complaint. This structured approach ensures transparency, efficient complaint handling, and prompt resolution within the stipulated timelines.

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	Currently, the Company does not provide specific environmental or social data to customers. However, BBL acknowledges the importance of such transparency and is committed to working toward better communication on these aspects in the future.
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	Nil. No recalls in the reporting year on account of safety issues.	
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes, the Company has an internal IT policy that addresses cyber security and data privacy risks. This policy is accessible to all employees through the Company's intranet, ensuring awareness and adherence to secure information technology practices across the organization.

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

Not Applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

b. Percentage of data breaches involving personally identifiable information of customers.²⁴

Nil

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

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

The details about the Company's products and services can be found on our official website and social media handles. For direct access, please refer to the following links:

Website- <https://www.bharatbijlee.com/>

LinkedIn: <https://in.linkedin.com/company/bharat-bijlee-ltd>

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

To ensure safe and responsible usage of our products and services, BBL conducts structured training programs led by qualified experts who provide detailed guidance, practical demonstrations, and highlight key safety precautions and best practices. These sessions are interactive, encouraging consumer participation and addressing any queries or concerns in real-time. In addition to these programs, we provide user-friendly manuals that serve as comprehensive reference materials. These manuals include step-by-step usage instructions, maintenance tips, and clearly marked safety guidelines supported by illustrations, diagrams, and warning labels.

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

Although BBL is not a provider of essential services, it proactively informs customers and regulators of any potential disruptions via its website, social media, phone calls, emails, and messages, ensuring timely and transparent communication.

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)

No.

²⁴ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

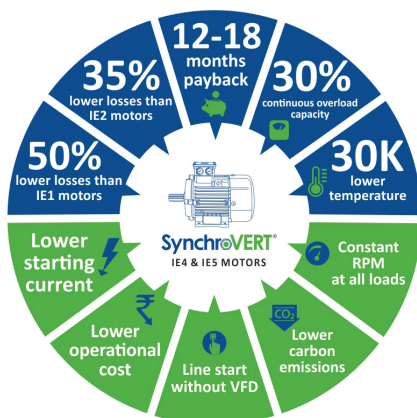
SUSTAINABLE IMPACT

NABL-accredited Motors Centralised Type Test Field (CTTF) Laboratory



The modernised Motors Centralized Type Test Field (CTTF) Lab has received NABL accreditation for testing motors up to 11000V and 1500kW. This achievement highlights precision testing in compliance with BIS and international standards. The lab also integrates regenerative drive technology to improve energy efficiency. This initiative contributes to **SDG 7: Affordable and Clean Energy** by enhancing energy efficiency, as well as **SDG 9: Industry, Innovation, and Infrastructure** through the advancement of infrastructure and industry standards.

SynchroVERT® Energy-Efficient Motors



**Our SynchroVERT® motors
consume less energy
and make our environment
more sustainable.**

The company's SynchroVERT range of energy-efficient motors reduces energy consumption in the and contributes significantly to energy savings. Its patented motor design ensures optimal motor performance while reducing environmental impact. This initiative supports **SDG 7: Affordable and Clean Energy**, promoting the use of energy-efficient technologies, **SDG 9: Industry, Innovation, and Infrastructure**, by encouraging the development of innovative motor technologies, and **SDG 13: Climate Action**, as it helps mitigate climate change by reducing emissions through improved energy efficiency.

Support for Renewable Energy Infrastructure



The company has been instrumental in supporting the growth of renewable energy infrastructure in India by supplying 220kV transformers to numerous solar, wind, and hybrid energy plants. The company is actively contributing to the expansion of clean energy. This initiative directly supports **SDG 7: Affordable and Clean Energy**, fostering the adoption of renewable energy, and **SDG 13: Climate Action**, by promoting infrastructure that helps mitigate climate change through cleaner energy sources.

CSR initiatives focusing on education and livelihoods



As part of its CSR, the company has been actively supporting various programs impacting adolescents from under-served communities and marginalised youth and women in Navi Mumbai. The programs focus on imparting life skills, enhancing literacy and numeracy, career awareness, guidance and mentoring that has resulted in a deeper appreciation for education within the community. This initiative contributes to **SDG 4: Quality Education** by improving access to quality education for adolescents and **SDG 10: Reduced Inequalities** by providing opportunities for youth to overcome challenges and break the cycle of poverty.



Scan the code to watch a video on our Adolescent Education Program in Airoli being conducted by Magic Bus India Foundation

Annual Safety Week



Observed every year from 4th to 11th March, National Safety Week at the company's factory is a dedicated initiative to strengthen safety culture and raise awareness among all employees. Through a range of engaging activities—such as safety quizzes, skits, rallies, and creative competition —employees are educated on workplace hazards and best practices for risk prevention. This year's celebration saw enthusiastic participation from over 900 employees and included a joint rally with DISH and TBIA, featuring 75 of our employees alongside participants from 50+ industries. By embedding safety as a core value and promoting a preventive mind-set, this initiative aligns with **SDG 3: Good Health and Well-being** and **SDG 8: Decent Work and Economic Growth**, by ensuring a safe, healthy, and productive work environment for all.

Fostering Industrial Harmony through Long-Term Settlement



The successful signing of the Long-Term Settlement (LTS) with the Union Engineering Workers Association on 18th January 2025 reflects Bharat Bijlee's commitment to fostering harmonious industrial relations and promoting inclusive, fair, and sustainable work practices. The agreement, achieved through constructive dialogue and cooperation between the workforce, union, and management, not only includes a mutually agreed-upon financial package but also lays the foundation for improved productivity, disciplined processes, and operational flexibility across divisions. This collaborative effort contributes to **SDG 8: Decent Work and Economic Growth**, by ensuring productive employment conditions and promoting peaceful and inclusive negotiation processes that support long-term business growth and employee well-being.

ESG Champion of India 2024



We were honored by Dun & Bradstreet as the ESG Champion of India 2024 in the Electrical & Electronic Equipment category. This recognition, presented at the 2nd edition of the Dun & Bradstreet ESG Leadership Summit, celebrates our strong commitment to Environmental, Social, and Governance (ESG) practices in alignment with the Sustainable Development Goals (SDGs).

Held under the theme "From a Catchphrase to Reality," the summit acknowledged organizations driving meaningful change. In Dun & Bradstreet's words: "Your dedication to ESG exemplifies this commitment, and we celebrate your contribution to building a more responsible and sustainable India."