

Business Responsibility and Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity-

1	Corporate Identity Number (CIN) of the Listed Entity	L24294PN1958PLC011052
2	Name of the Listed Entity	FOSECO INDIA LIMITED
3	Year of incorporation	1958
4	Registered office address	Foseco India Limited, Gat Nos. 922 and 923, Sanaswadi, Shirur Taluka, District Pune- 412208, Maharashtra, India
5	Corporate address	Foseco India Limited, Gat Nos. 922 and 923, Sanaswadi, Shirur Taluka, District Pune- 412208, Maharashtra, India
6	E-mail	investor.grievance@vesuvious.com
7	Telephone	02137 – 668100
8	Website	www.fosecoindia.com
9	Financial year for which reporting is being done	Financial Year (January 01, 2022 to December 31, 2022)
10	Name of the Stock Exchange(s) where shares are Listed	1. BSE Limited 2. National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 638.65 lakh
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Mahendra Kumar Dutia, LL: 02137-668100, investor.grievance@vesuvious.com
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	The disclosures under this report are made on standalone basis.

II. Products/services

14 Details of Business/Activities (accounting for 90% of the turnover)

SN	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

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

SN	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturer of Foundry Chemicals & Fluxes	202	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	-	2
International	-	-	-

17 Markets served by the entity:

A. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	8

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

6.36%

C. A brief on types of customers

Foseco India Limited is a leader in the industry and primarily caters to the requirements of ferrous and non-ferrous foundries. The foundries in turn supply castings to various segments like Automotive, Tractors, General Engineering, Valves, Power, Railways, etc.

IV. Employees

18 Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

SN	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	135	127	94%	8	6%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	135	127	94%	8	6%
WORKERS						
4	Permanent (F)	90	90	100%	0	0%
5	Other than Permanent (G)	135	135	100%	0	0%
6	Total workers (F + G)	225	225	100%	0	0%

B. Differently abled Employees and workers:

SN	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Differently abled employees	0	0	0	0	0
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Differently abled workers (F + G)	0	0	0	0	0

19 Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	2	33%
Key Management Personnel	3	0	0%

20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 2022 (Turnover rate in current FY)			FY 2021 (Turnover rate in previous FY)			FY 2020 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	13%	0%	13%	16%	120%*	18%	14%	100%
Permanent Workers	1%	0%	1%	2%	0%	2%	3%	0%	3%

* The female employees at year end 2020 and 2021 were 3 and 2 respectively. The female employees separated during year 2021 are 3.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21 A. Names of holding / subsidiary / associate companies / joint ventures**

SN	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Foseco Overseas Limited	Holding Company	Foseco Overseas Limited holds 58% of the total paid up share capital of Foseco India Limited.	No

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

Yes, CSR is applicable as per section 135 of Companies Act, 2013

(ii) Turnover (For the year ended December 31, 2022 (in ₹)):

₹ 40,674 lakh

(iii) Net Worth (As on December 31, 2022):

₹ 23,902 lakh

VII. Transparency and Disclosures Compliances

23 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022			FY 2021		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	HR function handles the grievances of the local communities for redressal.	-	-	-	-	-	-
Shareholders	Complaints are addressed by the shareholders to the Company's (Registrar and Transfer Agent) RTA. If the complaints are not resolved by the RTA within a given time, then the shareholders escalate it to the Company at its dedicated E-Mail ID investor.grievance@vesuvius.com for resolution	11	1	-	3	0	-
Employees and workers	<p>Vesuvius has a 'Speak Up' policy which is well communicated to employees and workers. Walk-In Managers are there to support the complainant where issues are raised locally. Concerns can be reported</p> <ol style="list-style-type: none"> To the line manager or the next senior manager; or Senior management; or A member of the Global Compliance or Legal team <p>Through the independent speak up helpline (web or phone)</p>	0	0	-	0	0	-
Customers	The company has a well-established global Vesuvius database for logging complaints from existing customers. Customers can lodge complaints to key Account Managers and complaints are resolved in a time-bound manner based on the nature and seriousness of complaints.	78	0	-	90	0	-

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

SN	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	Health, safety and environment	Risk	<p>1. Non-compliance with safety and environmental concerns by employees</p> <p>2. Non-awareness of hazardous nature of chemicals</p> <p>3. Not following COVID-19 safety measures</p>	<p>1. SWIs (Safety Work Instructions) are defined and implemented. Lagging and leading indicators are being tracked as per the robust process. Additionally, we have periodic safety audits wherein all the employees participate to ensure the compliance as well as identify improvements.</p> <p>2. MSDS (Material Safety Data Sheet) and Training is in place to create awareness</p> <p>3. Detailed SOP for COVID-19 protocols has been rolled out, employee training has been provided & adherence to the SOP is strictly ensured.</p> <p>4. Medical check-ups are conducted periodically, and vaccination drive as per Govt. Regulations were undertaken.</p>	Negative
2	Innovation	Opportunity	New Business opportunities due to energy efficient products	<p>1. Information sharing with customers on innovations</p> <p>2. Marketing of products with the benefits</p>	Positive
3	Sustained performance & quality	Risk	<p>Risk of customer being lost in the course of business</p> <p>Customer dissatisfaction due to unfulfilled expectations.</p>	<p>1. Enhanced customer satisfaction</p> <p>2. Handling of CCARS (Customer Corrective Action Request) with 8D approach strategies (Methodology for identifying root cause), partner of choice</p>	Negative
4	Disaster recovery	Risk	1. Business interruption due to natural calamities like earthquakes, cyclones, floods etc.	1. Supply disruptions managed through supplying from alternate sources including global sources. Financial losses to assets mitigated through insurance	Negative
5	Data Security, Privacy and Cyber security	Risk	<p>Risk of confidential data leakage via cyber-attack, USB drives and Flash drives</p> <p>Exposure of Company data because of work from home</p>	<p>1. All USB access and drives are restricted by IT support</p> <p>2. Restricted data access, data transfer control & data encryption to mitigate risk associated.</p>	Negative

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.

P Principle Wise Performance Disclosures.

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Ethics Transpar- ent and Account- able	Goods &Services in Sustainable and Safe manner	Well-be- ing of all Employ- ees	Respon- sive to all stake- holders	Respect Restore for Human Rights	Envi- ron- ment	Public Policy Advo- cacy	Inclu- sive Growth	Cus- tomer En- gage- ment
1	A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)								
	Y	Y	Y	Y	Y	Y	Y*	Y	Y
	B. Has the policy been approved by the Board? (Yes/No)								
	Y	Y	Y	Y	Y	Y	Y*	Y	Y
	C. Web Link of the Policies, if available								
	The Corporate policies of the company can be viewed at weblink- https://fosecoindia.com/Policies.aspx . Some of the policies of the company which are internal are accessible only to employees and other internal stakeholders.								
2	Whether the entity has translated the policy into procedures. (Yes / No)								
	Y	Y	Y	Y	Y	Y	N	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)								
	Y	N	Y	N	Y	N	N	N	N
* Value chain partners covers vendors, dealers and distributors. **The Policy on Public Advocacy is contained in the Code of conduct of the Company that has been approved by the Board. However, the policy will be reviewed to capture finer points of public advocacy, if necessary.									
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.								
	1. Quality Management System (QMS ISO 9001:2015). 2. Environmental Management System (EMS 14001:2015). 3. Occupational Health and Safety Management System (OHBSMS ISO 45001:2018) All the above ISO Certifications are assessed by Lloyd's Register Group Limited.								

5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Company has set its targets on environmental footprint reduction in terms of CO₂, Waste and Waste water reduction.</p> <p>1) CO₂: We have a target of becoming Net Zero Carbon by 2050. In alignment with this long-term target we have Short-term, Mid-term and Long-term goals. Short term: Reduction by 25% of CO₂ emissions by 2025 over 2019 baseline. Mid-term: Reduction of 50% CO₂ Emissions by 2035 and 25% by 2050.</p> <p>2) Solid waste Reduction of 25% relative solid waste by 2025 over 2019.</p> <p>3) Recycled Raw materials Reduction of recycled raw materials by 7% by 2025 over 2019.</p> <p>4) Waste-water reduction Reduction of 25% relative waste water by 2025 over 2019.</p>
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>All the Sustainability KPI's are met in line with internal targets for 2022</p> <p>1) Reduce 51% of Overall CO₂ emissions against target of 25% by 2025. - By green energy certification and Scope 1 reduction projects.</p> <p>2) Reduction in Solid waste: 45% over 2019 in 2022</p> <p>3) Use of Recycled raw materials are at 13.1% of total raw materials consumed in 2019 The waste water KPI is exempted as the waste water is treated in ETP followed by Reverse Osmosis and Ultra filtration and reused for green belt development. Part of treated waste water is also recycled back into process hence the waste water generation is nullified.</p>

Governance, leadership and oversight

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

Foseco strives to achieve the highest standards of Health, Safety and Environment (HSE) practices, having adopted an Integrated (Quality, Health, Safety and Environment) Management System (IMS) accredited to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The Company has well established HSE standards and monitoring processes for each of its operations. Every employee is required to conduct safety audits and suggest safety improvement opportunities. These improvement opportunities are reviewed by HSE team members and wherever feasible these are implemented in the safety culture journey. It also runs continuous improvement programs for employees' health and safety. To increase HSE awareness amongst employees, Foseco regularly conducts internal competitions and participates in competitions organized by trade bodies. The company has launched sustainability drive with defined targets to reduce its environmental footprint in terms of CO₂, Energy, Solid Waste and waste water. The company has invested in its own green energy source, a solar power project in Pune, with a capacity of 565 KWP. The company has implemented specific measures to reduce its CO₂ emissions, in terms of energy efficiency and neutralization of secondary energy through green energy contracts.

The Company has constantly been emphasizing on optimization of energy consumption in every possible area of its manufacturing facilities. Various avenues are being explored at periodic intervals and after careful analysis and planning, several measures are being initiated to minimize the consumption of energy.

During the year, the following measures were adopted for conservation and optimum utilization of energy:

- Introduction of energy efficient vacuum pumps controlled by microprocessor and VFD.
- Upgradation of conventional motors in utilities with energy efficient motors.
- Enhancement of energy efficiency in the reactor through coil replacement.
- Upgradation of lighting system to energy efficient LEDs.
- Introduction of energy efficient modulating burners in ovens.
- Thermal insulation coating in ovens for conservation.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Prasad Chavare (DIN 08846863) Designation -MD & CEO E-Mail Id: prasad.chavare@vesuvius.com</p>
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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 Business Responsibility performance is reviewed by the Board of Directors on an annual basis. During the year, the CSR Committee and the Stakeholders Relationship Committee of Directors met one time and four times each respectively, to take review and assess the company's performance in terms of Business Responsibility. The Board reviews these aspects as well.

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

Subject for Review	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee				Frequency (Annually/ Half Annually / Quarterly/ Any Other - Please specify)				
Performance against above policies and follow up action	Business Responsibility Policies of the company are reviewed periodically or on need basis by Senior Leadership Team including Managing Director and Chief Executive Officer. During the evaluation effective implementation of policies is assessed, the necessary changes to the policies are reviewed and implemented.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company is in compliance with all existing Laws and Regulations and in case of delay in compliances the concerned committee reviews the prevalent issues and takes the remedial action at the earliest. As a preventive control, company is implementing Legatrix a legal compliance tool that assists in ensuring compliance with all statutory requirements in a timely manner.								
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, the policies on Quality, Health, Safety and Environment are subject to internal audits, external audits and ongoing periodic ISO assessments. The ISO assessments are done by Lloyd's Register Group Limited.								
12 If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated	Not applicable as all principles are covered by respective policies.								

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 programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics /principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	4	<ol style="list-style-type: none"> 1. Strategic and regulatory updates for Health, safety and environmental Plans 2. Updates on CSR activities, upgradation of manufacturing facilities, etc. are also given to the Directors. 3. Familiarization programs for compliance matrix, pending legal cases, major pending issues etc. 	100%
Key Managerial Personnel	5	<ol style="list-style-type: none"> 1. Strategic and regulatory updates for Health, safety and environmental Plans 2. Updates on CSR activities, upgradation of manufacturing facilities, etc. are also given to the Directors. 	100%
Employees other than BOD and KMPs	4	<ol style="list-style-type: none"> 1. Core Values of the company 2. POSH Training 3. Health, Safety and Environment training 4. Code of Conduct 	100%
Workers	4	<ol style="list-style-type: none"> 1. Core Values of the company 2. POSH Training 3. Health, Safety and Environment 4. Code of Conduct 	100%

* We will review and institutionalize proper attendance recording mechanism.

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	The Company/Directors/KMP was neither liable to pay any fines or penalties nor any punishment/				
Settlement	award/ compounding fees/ settlement was arrived at with any regulators/ law enforcement				
Compounding Fee	agencies/ judicial institutions, during the financial year.				

Non – Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	The Company/Directors/KMP was not liable for any non- monetary actions by any regulators/				
Punishment	law enforcement agencies/ judicial institutions, in the financial year.				

- 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
There was no liability on either the Company/ Directors/ KMP during the financial year. Also, there is no appeal or revision in cases where monetary or non-monetary action has been appealed.	

- 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.**

The Company follows the Anti-Bribery and Corruption Policy (ABC Policy) framed by its Group Parent Company – Vesuvius plc. Vesuvius has a zero-tolerance approach to bribery and corruption. It is committed to the prevention, detection and investigation of all forms of bribery originating from the organisation or from third parties representing or associated with it. The policy for preventing bribery and corruption is the same around the world and the Company has taken the decision to hold itself up to the highest standards.

The Anti-Bribery and Corruption Policy can be accessed at: <https://www.vesuvius.com/en/supplier-portal/anti-bribery.html>

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

Particulars	FY 2022	FY 2021
Directors		
KMP's	No disciplinary action was taken by any law enforcement agency for the charges of bribery/	
Employees	corruption against any Directors/KMPs/employees/workers.	
Workers		

- 6 **Details of complaints with regard to conflict of interest**

Particulars	FY 2022		FY 2021	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaint regarding conflicts of interest	0	No complaint regarding conflicts of interest
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	0	No complaint regarding conflicts of interest	0	No complaint regarding conflicts of interest

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.

There were no cases of complaints of conflict of interest of Directors / KMP.

Leadership Indicators

1 Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programs held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
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FOSECO believes in influencing its value chain partners for proactively taking initiative to ensure responsible and sustainable business conduct. These is ensured through ongoing communication with the value chain partners. However, no formalized awareness programs were conducted for value chain partners.

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

Yes, Foseco India Limited has processes in place to avoid/ manage conflict of interest involving members of the board. Compliance with company policies includes-During the term, the Director will comply with the Code of Conduct & Ethics, the Code for Prevention of Insider Trading and the Anti-Bribery policies adopted by the Company and such other policies / requirements as the Board of Directors may from time-to-time devise / specify. Unless specifically authorized by the Company, they shall not disclose Company and business information to external constituents such as the media, the financial community, employees etc. He / She will keep confidential all information received by him / her with regard to the Company and its holding and affiliate companies. This duty of confidentiality will continue to apply even after he / she has ceased to be a Director of the Company.

The weblink of code of conduct policy is as follows:

<https://fosecoindia.com/Policies.aspx>

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.

Particulars	FY 2022	FY 2021	Details of improvements in environmental and social impacts
R&D	28%	24%	Insta Project- Supply of Machines for instant mixing of premix in powders with water at customers' end: Reduction in scope 3 CO2 emission, reduction in hazardous waste generation at the customers' end, reduction in packaging material causing resource conservation.
Capex	12%	46%	<p>2021 Operations:</p> <ol style="list-style-type: none"> 1) Upgradation of Fire Hydrant System to reduce water footprint and energy conservation. 2) Modulating burners for Ovens to reduce CO2 footprint & Energy Efficiency 3) Replacement of Solvent Lines in Coating: Reduction in loss due to vaporization of solvents resulting in resource conservation. 4) Replacement of Diesel Forklift with Battery Operated forklift: Conversion to Scope 1 to Scope 2 emissions: CO2 Reduction. <p>2022 Operations:</p> <ol style="list-style-type: none"> 1) Replacement of reactor cooling coil for energy efficiency and CO2 Reduction. 2) Introduced lamella clarification and settling tank for recycling of slurry in reducing hazardous waste and resource conservation. 3) Installed Roof top solar power project: Green energy generation and Reduction in Scope 2 Emissions. 4) Introduced IE3 Motor for energy efficiency and CO2 emission Reduction.

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

Currently the group's sustainable sourcing guidelines are followed by Foseco India as well.

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

Not Applicable

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

Currently none of the products are being reclaimed for reusing, recycling and disposing at the end of life.

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.

On the evaluation of the nature and conduct of business, Extended Producer Responsibility (EPR) is not applicable.

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	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.
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The Company is currently not performing Life Cycle Assessments for its products. However, discussions regarding the same has been initiated.

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
	Nil	

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 2022	FY 2021
Recycled or Reused input material	8.58%	8.52%

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:

Particulars	FY 2022			FY 2021		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous Waste						
Other Waste						

Currently none of the products are being reclaimed for reusing, recycling and disposing at the end of life.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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No instances of reclaimed product during FY 2021 and 2022.

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:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number C	% (C / A)	Number (D)	% (D / A)	Number E	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	127	127	100%	127	100%	0	0%	127	100%	0	0%
Female	8	8	100%	8	100%	8	100%	0	0%	0	0%
Total	135	135	100%	135	100%	8	100%	127	100%	0	0%
Other Than Permanent employees											
Male											
Female	There are no employees other than permanent employees in the company.										
Total											

* The Paternity Policy is applicable to all permanent employees and effective March 01, 2022

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number C	% (C / A)	Number (D)	% (D / A)	Number E	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	90	90	100%	90	100%	0	0%	90	100%	0	0
Female	0	0	100%	0	100%	0	0%	0	0%	0	0
Total	90	90	100%	90	100%	0	0%	90	100%	0	0%
Other Than Permanent workers											
Male	135	135	100%	135	100%	0	0%	0	0%	0	0%
Female	0	0	100%	0	100%	0	0%	0	0%	0	0%
Total	135	135	100%	135	100%	0	0%	0	0%	0	0%

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

Benefits	FY 2022			FY 2021		
	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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	NA	100%	Y	100%	100%	Y
Others – Superannuation	40%	100%	NA	-	-	-

* All eligible employees and workers are covered under ESI. For the employees/workers which don't come under the purview of ESI the workforce is covered under the Workmen Compensation Act, 1923.

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.

At present our facility is not equipped with the said requirements. Currently we are in the process of reviewing the requirements for taking appropriate measures.

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

Equal opportunity is covered as a part of Foseco Code of Conduct. The Code of Conduct is displayed on the Company's webpage at the following link - <https://fosecoindia.com/Policies.aspx>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

Note- No employees and workers availed parental leaves during the reporting period.

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, there is a grievance redressal mechanism for employees and workers. Townhall meetings are conducted at regular intervals to redress employee grievances. There is a Vesuvius Speak up policy which is communicated and Walk-In Managers are there who will support the Compliance team where issues are raised locally. Concerns can be reported-
Other than Permanent Workers	
Permanent employees	<ol style="list-style-type: none"> To their line manager or another manager To senior management A member of the Compliance or Legal team Through the independent speak up helpline (web or phone): 000 800 0502 243 All concerns raised are treated confidentially and are investigated thoroughly.
Other than Permanent employees	<p>In case any employees have any concerns or receive sensitive reports/ allegations then employees/workers can directly escalate this to the Compliance Director.</p> <p>Also, The POSH (Prevention of Sexual Harassment) committee is set up to address any issues pertaining to sexual harassment.</p>

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

Category	FY 2022			FY 2021		
	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 Employee	135	0	0%	114	0	0%
Male	127	0	0%	112	0	0%
Female	8	0	0%	2	0	0%
Total Permanent Workers	90	59	66%	91	51	56%
Male	90	59	66%	91	51	56%
Female	0	0	0%	0	0	0%

8 Details of training given to employees and workers:

Category	FY 2022					FY 2021				
	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	127	127	100%	100	79%	112	112	100%	105	94%
Female	8	8	100%	1	13%	2	2	100%	2	100%
Total	135	135	100%	101	75%	114	114	100%	107	94%
Workers										
Male	90	90	100%	55	61%	91	91	100%	91	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	90	90	100%	31	34%	91	91	100%	91	100%

* We will review and institutionalize proper attendance recording mechanism.

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

Category	FY 2022 Current Financial Year			FY 2021 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	127	127	100%	112	112	100%
Female	8	8	100%	2	2	100%
Total	135	135	100%	114	114	100%
Workers						
Male	90	90	100%	91	91	100%
Female	0	0	100%	0	0	100%
Total	90	90	100%	91	91	100%

10 Health and safety management system:

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

Yes, Foseco India Limited is certified for ISO 14001:2015 and ISO 45001:2018 standards. The company has implemented ISO Framework to provide a safe and healthy workplace across the company. This is done to prevent/ address work related injury, ill health and continuously improving safety performance to minimize risk. The company also has an occupational health center to address any safety concerns.

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

The company is certified for its environment management system in compliance with ISO 14001:2015 and ISO 45001:2018 standards Foseco India Limited regularly conducts safety audits. Safety risk assessment is done for preventing any incidents, injuries and hazards. Detailed Standard Operating Process (SOP) is referred before starting any new activity. Also hazard identification and risk analysis is done at regular intervals on ongoing basis

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

Yes, the Company encourages all workers to report any work-related hazards in the templates provided to them. Employees have separate database in LOTUS to record safety and work improvement opportunities. In case any incident is reported, appropriate investigation and root cause analysis is done for taking corrective actions.

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

Yes, all employees are covered under the health insurance scheme and the policy benefits also extends to spouse and dependent kids. There is also an accident insurance cover for all employees and workers which provides financial assistance in case of any accidents or. Periodic health check-up, wellness programs are also conducted in the organization. There is also an occupational health center for treatment of any work-related injury. This is accessible to all employees and workers.

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

Safety Incident/Number	Category	FY 2022	FY 2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The company has taken following measures to ensure a safe and healthy work place.

- 1) Provided Safe machines and equipment's (Machines are provided with adequate guarding, safety interlocks and gadgets to prevent human intervention).
- 2) Hazards Identification and risk assessments are carried out for every activity in the organization.
- 3) Risk mitigation measures are implemented with Elimination, Substitution, Engineering and Administration controls.
- 4) Residual risk is kept to a minimum and the residual risk is mitigated with Personal Protection Measures and Administrative controls.
- 5) Health checks are carried out annually for the assessment of occupational health risks.
- 6) Health and Safety Trainings are conducted based on the training need identification.

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

Particulars	FY 2022			FY 2021		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	No complaints are reported	Nil	Nil	No complaints are reported
Health & Safety	Nil	Nil	No complaints are reported	Nil	Nil	No complaints are reported

14 Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Pune location has been assessed by competent authority in March 2021 and this assessment is conducted once in two years. The Puducherry location is not required to be assessed by statute.
Working Condition	However, in addition to the external agency, comprehensive internal assessment by independent internal auditors is carried out on an annual basis at 100% locations

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.

There were no such safety related incidents noticed as the following health and safety practices are put in place-

1. Emergency Control Center established
2. Safety reviews and surprise checks are conducted by internal auditors
3. Safety caution symbols and posters are adequately signposted

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, the entity has Group Accident Insurance Policy in the event of death of employees and workers.

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

There are various internal evaluating teams who analyze the statutory dues of value chain partners and wherever discrepancies are found remedial actions are taken.

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

Particulars	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 2022	FY 2021	FY 2022	FY 2021
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4 Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, subject to requirements the company provides short term assignments on specific projects across the organization.

5 Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Currently vendor assessment of value chain partners are carried out by third party. However, going forward it is our intent to have more detailed assessment focusing on all crucial factors like health and safety practices.
Working Condition	Currently vendor assessment of value chain partners are carried out by third party. However, going forward it is our intent to have more detailed assessment focusing on all crucial factors like working conditions.

6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

NA

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 at Foseco India Limited believe that sustainability in growth can be attained by identifying and mutually working for and along with the Key stakeholders. The entity can achieve its objective and future defined goals with the assistance from its stakeholders. Thus, the stakeholders are identified on the basis of materiality and influence of their involvement in present or in future on the decisions of the company and on sustainable growth of the company. On this basis key stakeholders identified are Shareholders/Investors, Employees, Customers, Suppliers, Value Chain Partners, Regulatory bodies/ Government, Society/ Community or NGO. The company not only identifies the stakeholders but also tries to protect their interests and considers their views for the betterment of the organization. The policies/ frameworks are in existence to maintain transparency among the stakeholders and build faith and trust among all.

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
Shareholders/ Investors	No	Annual Report, Quarterly Results, Stock Exchange Intimations, Company Website, Stock Exchange Website, Annual General Meetings.	Quarterly basis and need based	Financial Results, Growth prospects, Dividends.
Employees	No	Town Hall Meetings, Performance Review/Appraisals, Union Meetings, Website, Wellness Initiatives. One-on-One Interactions, Workshops, Employee Trainings.	Ongoing	Receiving Employee Feedback and resolving the issues, Employee Training and Skill Development, Employee Goal Setting and Career Growth.
Customers	No	Customer Plant Visits, Trade Body Memberships, Exhibitions, Conferences and Events, Social Media, Presentations, Brochures, Customer Surveys, Key Account Management	Ongoing	Product Quality, Delivery, After Sales Service, Customer Awareness and Complaint Resolution.
Suppliers/ Vendors	No	1. Supplier and Vendor Meetings 2. Policies 3. Vendor Audits 4. Trade Association Meets/ Seminars	Ongoing	Supply of Material and Services, quality and delivery related concerns, new product development.
Government/ Regulators	No	1. Regulatory Audits/Inspections 2. Routine filing of Reports 3. Need based Interactions	Ongoing	Compliance Management, Submissions, Proactive engagement
Communities/ NGO	Yes	1. Community meets, visits and Projects 2. Volunteerism 3. Partnerships with NGO/Trusts	Ongoing	Community Development, Positive Impact on society, Increased Employee Engagement

Leadership Indicators

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

Formal consultation between the Board and the shareholders takes place at the Annual General Meeting of the Company. The queries of the shareholders are suitably addressed by the Chairperson of the Board or by any other person allowed by the Chairperson. The consultation on topics like environment and social matters are delegated to the Managing Director and the functional head of the Company who provide an update to the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity

The company tries to build the communication with its stakeholders through the policies or various frameworks through the website on the basis of ESG topics. This is in the process of development.

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

The entity conducts CSR initiatives, also has diversity and Equality policy which articulates its commitments to vulnerable /marginalized stakeholder groups.

Principle 5. Businesses should respect and promote human rights

Essential Indicators

1 Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022			FY 2021		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	135	-	-	114	-	-
Other than permanent	0	-	-	0	-	-
Total Workers	135	-	-	114	-	-
Workers						
Permanent	90	-	-	91	-	-
Other than permanent	0	-	-	0	-	-
Total Workers	90	-	-	91	-	-

*No formal training conducted during the year for Human rights issues. Guidelines are available as part of global policy for adherence.

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

Category	FY 2022					FY 2021				
	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	135	0	0%	135	100%	114	0	0%	114	100%
Male	127	0	0%	127	100%	112	0	0%	112	100%
Female	8	0	0%	8	100%	2	0	0%	2	100%
Other than Permanent	0	0	0%	0	0	0	0	0%	0	0
Male	0	0	0%	0	0	0	0	0%	0	0
Female	0	0	0%	0	0	0	0	0%	0	0
Workers										
Permanent	90	0	0%	90	100%	91	0	0%	91	100%
Male	90	0	0%	90	100%	91	0	0%	91	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%
Other than Permanent	135	135	100%	0	0%	118	118	100%	0	0%
Male	135	135	100%	0	0%	118	118	100%	0	0%
Female	0	0	100%	0	0%	0	0	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In lakh)	Number	Median remuneration/ salary/ wages of respective category (In lakh)
BOD	4	₹ 32.15	2	₹ 10.72
KMP	3	₹ 169.23	0	Nil
Employees (Other than BOD/KMP)	124	₹ 18.05	8	₹ 18.14
Workers	90	₹ 7.53	0	Nil

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 formulated a mechanism to address the people concerns by deploying a designated walk-in-manager at each of its site to deal with the following:-

1. HR operational issues – benefits, remuneration, overtime, grievances
2. Compliance concerns – Fraud, Theft, Corruption, Conflict of Interest, Breach of Code of Conduct/Policy, Harassment, Bullying or Discrimination

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

The company has adopted various employee-oriented policies or frameworks such as code of conduct, sexual harassment policy, diversity and equality policy, which provides a safe grievance redressal mechanism for all employees. With regards to internal mechanisms, there are walk in managers to address any grievances arising on account of human rights issues. All employee related grievances are duly investigated and actions are taken as per policies. Employees are encouraged to raise grievances against any colleague, superior or customer for breach of code of conduct or any policies.

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

Particulars	FY 2022			FY 2021		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Closed	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

1. The Company has a sexual harassment policy and POSH Committee to address any sexual harassment grievances/complaints in line with the guidelines of Sexual Harassment of Women at Workplace (prevention, prohibition and redressal Act),2013.
2. The Company provides protection against discrimination to employees who raise any concerns as per the Whistle Blower Policy.

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

Yes, the Company has framed Anti-Sexual Harassment Policy. Relevant part of the said policy is laid in the business agreement or contract which are required to be adhered by the party to the agreement.

9 Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	The company is extremely diligent in ensuring 100% compliance to all these essential indicators through a robust internal policy framework
Discrimination at workplace	
Wages	
Others – please specify	

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

The organization has not encountered any circumstances where corrective actions were required to be taken in order to address significant risks / concerns arising from the assessments.

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

As there were no complaints addressed with respect to Human Rights, there were no initiative taken to modify or develop current business processes.

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

Human Rights Due Diligence was not conducted during the reporting period.

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?

At present our facility is not equipped with the said requirements. Currently we are in the process of reviewing the requirements for taking appropriate measures.

4 Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	Currently we have overall assessments of value chain partners. However, going forward, we will focus and include specific details on the other aspects like Child labour, Forced / Involuntary labour, sexual harassment, Discrimination at workplace etc.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

The organization has not encountered any circumstances where corrective actions were required to be taken in order to address significant risks / concerns arising from the assessments.

Principle 6. Business should respect and make efforts to protect & restore the environment**Essential Indicators****1 Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:**

Parameter	FY 2022	FY 2021
Total electricity consumption (A)	9,776.67	9,872.15
Total fuel consumption- Liquefied petroleum gas (B)	16,611.46	18,710.54
Energy consumption through other sources Energy Generated through High-Speed Diesel and Light Diesel Oil (C)	3,265.54	3,206.24
Total energy consumption (A+B+C)	29,653.67	31,788.94
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/Crore)	72.91%	94.05
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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.

The company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022	FY 2021
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	41,009	46,288
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	41,009	46,288
Total volume of water consumption (in kilolitres)	41,009	46,288
Water intensity per rupee of turnover (Water consumed / turnover) (KL / Crore)	100.82	136.94
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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

Foseco India Limited has strategic wastewater treatment plant, followed by RO (Reverse Osmosis), UF (Ultra Filtration) system and MEE (Multi Effect Evaporators) that ensures that there will be no major discharge of industrial waste water into the environment and this helps in maximizing water recovery. Also, most of the contaminants are reduced to solid waste. Reusing and recycling of waste water helps in increasing the environmental performance.

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

Parameter	Please specify unit	FY 2022	FY 2021
NOx	mg/Nm ³	42.62	42.72
Sox	kg/Day	13.21	14.23
Particulate matter (PM)	mg/Nm ³	56.31	59.03
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

The entity's air emission independent assessment was carried out by Akanksha analytical & Research Lab.

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

Parameter	Unit	FY 2022	FY2021
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>	2133	2177
Total Scope 2 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>	2711	2584
* This Scope 2 emission are neutralized based on International Renewable Energy Certificates (IREC).			
Total Scope 1 and Scope 2 emissions per rupee of turnover (MT / Crore)	-	11.91	14.09
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.

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

- 1) Introduced Modulating burners (for sequential ON & OFF as per heat requirement) in Ovens for energy efficiency and Scope 1 CO₂ emissions reduction.
- 2) Heat Insulation coating done in Ovens for increasing the energy efficiency and CO₂ emissions reduction.
- 3) Enhanced the loading capacity by double & triple stacking of products in Ovens for utilization hence reducing CO₂ emissions.
- 4) Reduced Cycle time in Kiln hence reducing the LPG consumption / metric ton of products packed.
- 5) Installed 565kWP solar power plant in Pune.
- 6) Elimination of Thermopack use in Binders by recipe change.

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

Parameter	FY 2022	FY 2021
Total Waste generated (in metric tonnes)		
Plastic waste (A)	102.20	95.06
E-waste (B)	0.45	0.12
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	41.14	95.28
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	60.63	119.16
Total (A+B + C + D + E + F + G + H)	204.42	309.61
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	163.572	214.96
Category of waste		
(i) Recycled	163.572	214.96
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	162.83	214.96
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations*	41.14	95.28
* Hazardous Waste is handed over to MPCB authorized Common Hazardous Waste Treatment Storage Disposal Facility (CHWTSDF)		
Total	41.14	95.28

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.

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

9 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.

Foseco India Limited has made waste management a priority by maintaining principles of 3 R (Reduce, Recycle and Reuse). The company has prepared a flowchart to understand its waste profile and has mapped the waste generation and waste disposal process.

Management of Hazardous Waste:

Hazardous waste management is done as per the laws and waste records are maintained for the same. The waste is transported in a safe and responsible manner and sent to authorized MPCB recyclers. The waste generated is within the MPCB norms and all other rules and regulations in the location where it operates.

Management of Non- Hazardous Waste:

Non- Hazardous waste such as wooden waste, MS scrap, Metal scrap, Paper Bags, Plastic Bags, Garbage is disposed to authorized recyclers.

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

SN	Location of operations	Types of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The entity has no operations/offices in/around ecologically sensitive areas and hence environmental approval / clearances were not required.			

- 11 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
There were no new projects for which Environment Impact Assessment was required to be carried out during the reporting period					

- 12 Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

SN	Specify the law / regulation / guidelines which was not complied with	Provide details of the non compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The company is in compliance with all applicable environmental law/ regulations/ guidelines. Thus, no fines / penalties / action taken by regulatory authorities. In case of non-compliance the concerned committee reviews the prevalent issues and takes the remedial action at earliest.				

Leadership Indicators

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

Parameter	FY 2022	FY 2021
For Renewable Sources		
Total Electricity Consumption (A)	193	0
Total Fuel Consumption (B)	Nil	Nil
Energy Consumption through other sources (C)	Nil	Nil
From Non - Renewable Sources		
Total Electricity Consumption (D)	9,777	9,872
Total fuel consumption- Liquefied petroleum gas (E)	16,611	18,711
Energy consumption through other sources Energy Generated	3,266	3,206
Total energy consumed from Non - Renewable Sources	29,847	31,789

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.

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

2 Provide the following details related to water discharged:

Parameter	FY 2022	FY 2021
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(ii) To Ground Water	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(iii) To Sea Water	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
Total Water discharged (in Kilolitres)	Nil	Nil

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.

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

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

- Name of the area** - Not Applicable
- Nature of operations** - Not Applicable
- Water withdrawal, consumption and discharge in the following format** - Not Applicable

Parameter	FY 2022	FY 2021
Water withdrawal by source (in kilolitres)		
(i) To Surface Water	Nil	Nil
(ii) To Ground Water	Nil	Nil
(iii) To Sea Water	Nil	Nil
(iv) Sent to third parties	Nil	Nil
(v) Others	Nil	Nil
Total volume of Water withdrawal (in kilolitres)	Nil	Nil
Total volume of Water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(ii) To Ground Water	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(iii) To Sea Water	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil

Parameter	FY 2022	FY 2021
(iv) Sent to third parties	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
Total Water discharged (in Kilolitres)	Nil	Nil

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.

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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

Parameter	Unit	FY 2022	FY 2021
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)	Metric tonnes of CO ₂ equivalent	Currently Scope 3 emissions are not considered in the calculation of air emission.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emissions intensity (optional) – the relevant metric may			

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.

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

5 With respect to the ecologically sensitive areas reported at Question 10 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.

The entity has no operations/offices in/around ecologically sensitive areas and hence an assessment of the impact of the entity on biodiversity is not carried out.

6 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:

SN	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Installation of Multi Effect Evaporator for the treatment of RO Reject.	Treated water reused back in to process.	Increased water reuse or recycle

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

The company has a risk management policy and on-site emergency plan in place for tackling the onsite emergency scenarios. The policy is duly approved by the risk management committee. In case of any potential emergency scenarios, the emergency response team will be triggered by defined means of communication. The site emergency management will be activated depending on the type of emergency raised. The site incident controller will act as defined in the plan and take overall charge of incident management.

8 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.

Currently there is no practice to identify any significant adverse impact to the environment, arising from the value chain of the entity. We will assess the need of such practice.

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

Not Applicable as no assessment for environmental impacts of value chain partners are carried out.

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 Foseco India Limited has two affiliations with trade and industry chambers/associations. The organization try's to be its active participant and contributor to the discussions and resolutions for the subjects within the purview of the forums of the chambers/associations.

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

SN	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)	State Level
2	Deccan Chamber of Commerce and Industries and Agriculture	State Level
3	Institute of Indian Foundrymen (IIF)	National Level
4	GDC Tech Forum	National Level
5	Aluminium Caster's Association (ALUCAST)	National Level

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

Name of Authority	Brief of the case	Corrective Action Taken
The company did not find any issues related to anti-competitive conduct from any regulatory authorities. Thus, no corrective action was taken or is underway on any issue related to anti-competitive conduct by the entity.		

Leadership Indicators

1 Details of public policy positions advocated by the entity:

SN	Public Policy Advocated	Method resorted for such advocacy	Whether information available in Public Domain? (Yes/ No)	Frequency of Web Review by Link, If Board available? (Annually/ Half Yearly/ Quarterly/ Others- Please Specify)
The company keenly participates in putting forward its opinion/ views on various standards or any regulatory developments relevant to the foundry industry. We try to attain equilibrium among various stakeholders. However, the company has not advocated any public policy position in the current financial 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 the 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 project was required to be assessed for their impact during the year under any statutory requirement. However, all projects and programs above a value of ₹ 10 lakh are also subjected to an annual financial audit by a third-party auditor as part of a regular financial audit.					

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

SN	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
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Foseco India Limited is primarily engaged in manufacturing of foundry chemicals and fluxes. However, none of its projects are covered under Rehabilitation and Resettlement (R&R) Act, 2013.

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

Foseco India Limited also strives for social inclusion and development. Thus, the company has various mechanism to receive and redress the issues, concerns, or grievances of various stakeholders. The CSR Committee undertakes projects which are for the benefit of the communities. HR addresses the grievances of the communities as and when these are brought to them. The details of this redressal mechanisms is disclosed in CSR policy on the website.

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

Parameter	FY 2022	FY 2021
Directly sourced from MSMEs/ small producers	0.36%	0.13%
Sourced directly from within the district and neighbouring districts	55%	49%

* Limit of 200 Kms are considered for considering neighbouring districts.

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
As mentioned in the Question 1 of Essential Indicator the assessment of social impact is not applicable for any project. Thus, the mitigating action for curbing negative social impact is also not applicable.	

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

SN	State	Aspirational District	Amount Spent (in ₹)
1	Maharashtra	Pune	76.76 lakh

3 a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

There is no separate procurement policy where preference to purchase from suppliers comprising marginalized /vulnerable groups is mentioned or factored.

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

NA

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

NA

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:

SN	Intellectual Property based on traditional Knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating Benefit Shared.
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During the financial year we have not shared any intellectual properties and thus neither we have derived any benefits from intellectual properties based on traditional knowledge.

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

Name of the Authority	Brief of the case	Corrective Action Taken
		The organization ensures to protect the intellectual rights and properties. Thus, during the financial year the entity did not receive any adverse orders from regulatory authorities in intellectual property related disputes.

6 Details of beneficiaries of CSR Projects:

SN	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Biomass Cookstoves: Distributed to needy, poor and deserving Families in remote, tribal and village areas with "Happy Family Kits". The kit consists of Biomass Cook Stove, Dust Bins, Water Filter, Health and Hygiene Kit etc. This was funded by the Company & the Rotary Club in 1:1 proportion.	1100	100%
2	Anand Ashram School in Talegaon Dhamdhere is a residential school for both boys and girls. The project includes: 1. Repairs to school building and classrooms, 2. Building toilets, 3. Repairs to Boarding facilities for boys and girls, 4. Providing infrastructure as required.	200	100%
3	Educational Sholarship-COEP -Sponsor deserving girl students from Department of Metallurgy, Materials Science and Mechanical studying at College of Engineering Pune Technological University Pune (COEP). Financial support was provided to 6 students in an academic year.	6	100%
4	Technology integration in Classrooms -This project has impacted teachers & students every year.	1875	100%
5	Education -Education and Woman Empowerment in association with Rotary and Niramaya Education and Social Foundation.	3500	100%
6	Social Service -Support to SNEHALAYA - an Institute for the Handicapped & Cerebral Palsied Children. CSR was provided to cover Education and treatment cost. Foseco Employees has counsel them and taught new skills.	50	100%
7	Jehangir Medical Research Institute-Care for Children with Type1 Diabetes	20	100%

* The number of persons benefitted from the CSR project are considered on the estimation basis provided by management.

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.

The company has well established global Vesuvius database for logging complaints for existing customers. Customers can lodge complaints to key Account Managers and complaints are resolved in time bound manner on the priority basis as well as the nature of complaints.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the Product	
Safe and Responsible Usage	100%
Recycling and/or Safe Disposal	

*The MSDS (Product Information circular) is circulated along with product which as Environmental parameters, Safe and Responsible Usage and Recycling and/or Safe Disposal details

3 Number of consumer complaints in respect of the following:

Particulars	FY 2022	Remarks	FY 2021	Remarks
Data Privacy	0	NA	0	
Advertising	0		0	
Cyber- Security	0		0	
Delivery of Essential Services	0		0	
Restrictive Trade Practices	0		0	
Unfair Trade Practices	0		0	

* Customers can lodge their complaints to Key Account Managers. The grievances are also reviewed with the motive to identify the root cause to take the immediate action and take the initiative for customer satisfaction.

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

Particulars	Number	Reasons for Recall
Voluntary Recalls	0	Nil
Forced Recalls	0	Nil

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

The Company's parent organization – Vesuvius, has an adequate framework for multi-annual strategy for maintaining and developing Cyber Security based on best practices and standards. Monitoring of trends and cyber threats is constantly compared with current and multi-year plans supported by appropriate indicators to monitor progress on an ongoing basis. IT Security Strategy and Roadmap is based on ISO 27001 standard and NIST frameworks while the implementation takes place in the area of Preventive, Detective and Corrective controls. Progress has been made in the development of the security monitoring operations. Specialized cybersecurity tools are constantly being introduced and fine-tuned. Great emphasis is placed on user awareness by conducting a series of mandatory Cybersecurity training courses and implementing Phishing Campaigns. In light of the incident mentioned in Point no. 6 below, the Company is looking at how it can improve its Cybersecurity and Incident Handling and Response even further.

There is no defined Policy on cyber security framed by the Company.

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.

During the year ended December 31, 2022, no instances were identified on issues relating to advertising and delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls. No penalties were levied or actions were taken by any regulatory authorities on safety of products/services.

A cyber security incident was reported in February 2023. In terms of provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company had informed the BSE Limited and the National Stock Exchange of India Limited of the said incident. The incident is handled by the IT Team for recovery of the systems and processes back to normalcy.

Leadership Indicators

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

We at Foseco strive for attaining customer faith and loyalty through constant interaction with the customers through offline or online source. The information on products and services of the entity can be accessed at- <https://fosecoindia.com/>

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

All the products are supplied along with the MSDS which contains the information about safe and responsible usage of the product.

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

The company has the database of all its customers and informs them of any risks of disruption/discontinuance of services through the customer service team over email and on phone calls.

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)

Yes, The Company displays the product requirements information on packaging as per applicable laws. Typical information on packaging includes Manufacturer Details, Batch No, Dispatch details etc. The customers rated high satisfaction with 1. High Quality consistent products. 2. Offers innovative products. 3. Provide technical services and support. The customers wanted us to improve upon pricing, on time delivery and response time. The initiative has been taken to consider the suggestions of the customers and thus being in constant phase of improvement.

5 Provide the following information relating to data breaches:

A. Number of instances of data breaches along-with impact - The company had no instances of data breaches during the financial year.

B. Percentage of data breaches involving personally identifiable information of customers - Not Applicable

For and on behalf of the Board of Directors

Ravi Moti Kirpalani

Chairperson

DIN: 02613688

Place: Gurgaon

Date: February 27, 2023