

Ref: DIL/SEC/2025-26
July 21, 2025

The Listing Manager
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai -400001

Scrip Code- 500068

Name of the Company - DISA India Limited

Dear Sir,

Sub: Submission of Business Responsibility and Sustainability Report for FY 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2024-25, which also forms part of the Annual Report for FY 2024-25.

Kindly take the same on record.

Thanking you,

Yours sincerely,
For DISA India Limited,

Shrithee M S
Company Secretary & Compliance Officer

Encl: As above

DISA India Limited

Registered & Corporate Office:

6th Floor, S-604, World Trade Center (WTC), Brigade Gateway Campus, 26/1,
Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bangalore-560 055, Karnataka, India
T: +91 80 2249 6700 – 03 | F: +91 80 2249 6750 | E: bangalore@noricangroup.com
CIN: L85110KA1984PLC006116 | GST: 29AAACG5030F1ZY

Regional Sales:

New Delhi: delhi@noricangroup.com
Kolkata: kolkata@noricangroup.com
Pune: pune@noricangroup.com
Parts & Services: cdc.india@noricangroup.com

Manufacturing Facility:

Tumkur: No. 28-32, Satyamangala Industrial Area,
Tumkur – 572104, Karnataka, India
T: +91 816 6602000/01
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ANNEXURE- G

Business Responsibility and Sustainability Report (BRSR) 2024-25

Table of Contents

Section A	-	General Disclosures	52
Section B	-	Management and Process Disclosures	58
Section C	-	Principle-wise Performance Disclosure	60
Principle 1	-	Businesses should conduct and govern themselves with integrity and in a manner that is ethical transparent and accountable.	60
Principle 2	-	Businesses should provide goods and services in a manner that is sustainable and safe.	62
Principle 3	-	Businesses should respect and promote the well-being of all employees, including those in their value chains.	62
Principle 4	-	Businesses should respect the interests of and be responsive to all its stakeholders.	66
Principle 5	-	Businesses should respect and promote human rights	67
Principle 6	-	Businesses should respect and make efforts to protect and restore the environment	70
Principle 7	-	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	74
Principle 8	-	Businesses should promote inclusive growth and equitable development	75
Principle 9	-	Businesses should engage with and provide value to their consumers in a responsible manner.	75

The Company's philosophy on business responsibility and sustainability has been focused on making its business sustainable, its customers' business sustainable and the eco system sustainable. The Company serves a wide range of industries, with foundries being the predominant customer group, through its network of engineering experts, state-of-the-art manufacturing facility, aftermarket and service support. As a single, strong, supply partner, the Company is always there for our customers, for the life of their equipment and beyond. Company, being part of the Norican Group, is also led by the sustainable business principles being practiced across the Group cutting across various geographies.

The Company has made endeavors in making its facilities more sustainable, infrastructure more energy efficient, initiatives to reduce energy consumption and it is already using wind energy in the Plant located at Tumkur. The Company has taken initiatives, as part of Corporate Social Responsibility, to plant 5000 trees in a span of five years and 2000 trees have been planted in the city of Bangalore in FY 2024-25, totaling to 4000 trees in the past two years.

The Company seeks to encourage to recycle and reduce waste of all types in all its operations, whether it is canteen waste, reuse/recycling/donation of equipment or wherever possible, recycle all packaging materials and moving into digital system to save paper.

The Company continues to invest in future skills and education in India. Through its CSR initiatives, Norican scholarships were awarded to 558 students in the year 2024-25 including 50 graduate engineering students across Karnataka, 498 students for careers counselling and advancement and 10 students for their study on Bachelor Degree on Advanced Manufacturing to date approximately 4,387 students in India have benefited from the Norican Scholarship which is provided to institutions in and around its manufacturing facility.

In addition to the scholarships, the Company provided financial aid to improve facilities such as clean water, sanitations and laboratory equipment in the vicinity of its manufacturing facility. We engage with our workforces and their families with a focus to keeping our employees and their world safe, we have inhouse EHS employee to train, monitor and spread greater awareness in pursuit of eliminating all work-related injuries for our employees with the purpose of maintaining a safe and healthy work environment. The Company will continuously work on our safety culture enhancing training, completing global audits to assess risks to our people's health, safety and wellbeing and addressing them. Our health and safety management systems have been in place for reporting accidents, near misses, recordable incidents and lost time and progress towards our goal of zero incidents.

We actively work towards building a more diverse workforce and leadership team.

Our BRSR includes our responses to questions on our practices and performance on key principles defined by Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. In keeping with the guiding principles of integrated reporting, we have provided cross-references to the reported data within the main sections of this report for all topics that are material to us and to our stakeholders.

Section A - General Disclosures

I. Details of the listed entity:

Sl. No.	Particulars	Remarks
1	Corporate Identity Number (CIN) of the Company	L85110KA1984PLC006116
2	Name of the Company	DISA India Limited
3	Year of Incorporation	May 25, 1984
4	Registered Office Address	World Trade Center (WTC), 6th Floor, Unit No. S-604, Brigade Gateway Campus, 26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru - 560 055, India.
5	Corporate Office Address	World Trade Center (WTC), 6th Floor, Unit No. S-604, Brigade Gateway Campus, 26/1, Dr. Rajkumar Road, Malleswaram-Rajajinagar, Bengaluru - 560 055, India.
6	Email ID	investor.relations@noricangroup.com
7	Telephone	+91 80 22496700
8	Website	https://www.disagroup.com
9	Financial year for which reporting is being done	April 01, 2024, to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11	Paid-up Capital	Rs 14.5 million

12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shrithee M S, Company Secretary
13	Reporting boundary	Standalone
14	Name of the assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

II. Products / Services

16. Details of Business activities (accounting for 90% of the turnover)

Sl. No.	Description of main activity	Description of business activity	% of Turnover of the entity
1	DISA India Limited ('the Company') is a public limited Company incorporated in India in 1984 under the Companies Act, 1956. It is listed on BSE Limited and headquartered in Bengaluru, India. It is part of the Norican Group which has offices all over the world. The Company is a leading equipment manufacturer with advanced foundry and surface preparation process technology. It supplies complete foundry systems with DISA brand range of moulding machines, sand mixers with combination of sand plant equipment, surface preparation machines and environmental control systems (Filters) to customers across the country and abroad. It's philosophy and strategy focus on making; • Its business sustainable. • Its customers' business sustainable and • The eco system sustainable. A significant portion of the Company's and Norican Group's Research & Development efforts are focused on assisting customers in reducing waste, reducing energy consumption as well as increasing yield in production by upgrading to newer Norican Technology in pursuit of reducing the environmental impact. Company is certified with Management system standard of - ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. 1. Foundry Machines DISA range of foundry machines (Moulding Machines as it is also called) serves the foundry industry with latest technology equipment in moulding and sand preparation. DISA Moulding machines are designed to perform with energy efficiency, at higher machine efficiency, zero discharge to environment and support well to the Green industry initiatives in the foundry industry. DISA range of Sand Plant works towards 95% recycling of the sand with efficient mixers, which reduces consumption of raw materials favourable to the environment. Norican Digital solutions with DISA foundry equipment solution complies Industry 4.0 requirement. It is an IOT based system which detect and analyse process efficiency, energy consumption, waste generation on real time basis which help to reduce the carbon footprints. Norican Digital solutions helps bringing down the foundry scrap percentage and makes foundry Greener. Digital solutions can also facilitate traceability of manufactured products which is a critical need for automotive component safety for vehicles and DISAMATIC Industry 4.0 solutions (TAG) offer unique traceability in the casting industry. 2. Filters Environmental control equipment (Filters) manufactured by the Company uses air filtration systems complying to governmental regulations. Filters are used in varieties of industries like Foundries, Steel, Cement to manage solid dust in the manufacturing process and protects the environment and helps maintaining the clean air. Numerous installations of DISA Filters clean	Manufacturing	100%

Sl. No.	Description of main activity	Description of business activity	% of Turnover
	millions of cubic meters of air every hour to make work environment pollution free. DISA product range of Filters are compact, safe and highly energy efficient and least life cycle cost of owning the equipment. This also helps to protect the health of the people working in the various industries where people are working in hazardous environment. 3. Surface Preparations Machines Surface preparation machines (Shot Blasting & Peening machines) manufactured by the Company uses "Wheelabrator" European technology and are used in varieties of industries like Foundries, Forgings, Steel, Construction equipment, Agricultural segments etc. to clean any metallic surface with dry descaling process with primary focus on repetitive usage of blasting media, saving energy, safe working conditions and prevent pollution in manufacturing and replacing the age-old acid pickling process protecting the environment to a larger extent.		

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

Sl. No.	Product / Service	NIC Code	% of Total Turnover contributed – 31 st March, 2025
1	Sale of Machinery	29292 & 29197	69.39%
2	Sale of Machinery Parts	29191	25.91%
3	Sale of Engineering Services and Installation Services	11201	4.05%
4	Other Operating Income	None	0.65%
	Total		100%

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:			
Plants: Tumkur	1	0	1
Offices: Bengaluru	0	1	1
Total	1	1	2

19. Markets served by the entity

a. Number of Locations

Locations	Number
National (No. of States)	18
International (No. of countries)	16

b. What is the contribution of exports as a percentage of the total turnover of the entity? (Rs. Millions)

Particulars	31 st March 2024	% of total	31 st March 2024	% of Exports
Domestic	2,643.90	82.84%	3,504.10	91.09%
Exports	547.60	17.16%	342.80	8.91%
Total	3,191.50	100%	3,846.90	100%

c. A brief on types of customers

All our customers are corporate customers (including Norican Group Companies) and in MSME sector in the Foundry, Construction, Steel, Engineering, Automotive Business and located across the globe.

IV. Employees

20. Details as of March 31, 2025

a. Employees and Workers (including differently abled)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Total Employees (including Workers)						
1	Permanent (D)	202	191	95%	11	5%
2	Other than permanent (E)	28	25	89%	3	11%
3	Total Employees (D+E)	230	216	94%	14	6%
Workers						
4	Permanent (F)	70	70	100%	0	0
5	Other than permanent (G)	12	12	100%	0	0
6	Total Workers (F+G)	82	82	100%	0	0

b. Differently abled employees - Nil

21. Participation / inclusion / representation of women

Particulars	Total (A) 31 st March 2024	Total (B) 31 st March 2025	No. and % of Females			
			No. (C) and % (C/A) 31 st March 2024		No. (D) and % (D/B) 31 st March 2025	
Board of Directors	6	8	2	33%	4	50%
Other Key Management Personnel	2	2	1	50%	2	100%

22. Turnover Rate for Permanent Employees and workers (Disclose Trends for the past 3 years)

Particulars	2024-25			2023-24			2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.20%	0.00%	9.20%	8.70%	0.00%	8.70%	12.20%	0.60%	12.80%
Permanent Workers	0.00%	0.00%	0.00%	23.53%	0.00%	23.53%	18.90%	0.00%	18.90%

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

23. (a) Names of holding/ subsidiary/ associate companies/ joint ventures as of March 31, 2024, and March 31, 2025

Sl. No.	Names of the holding/ subsidiary/ associate companies / joint ventures	Subsidiary / Associate or Joint Venture	% Of Shares held
1	Bhadra Castalloy Private Limited	Subsidiary	100%

Do the entities indicated in the above table participate in the Business Responsibility initiatives of the listed entity? (Yes / No)

Yes, the entity indicated above participates in the Business Responsibility initiatives of the listed entity, but this report includes details of BRSR of only DISA India Limited.

VI. CSR Details

24.(I) Whether CSR is applicable as per Section 135 of the Companies Act, 2013

Sl. No.	Name	31 st March 2025
1	Whether CSR is applicable as per Section 135 of the Companies Act, 2013	Yes
2	Turnover	3,846,872,250
3	Net Worth	2,631,398,929
4	Total amount spent on CSR	9,785,000

VII. Transparency and Disclosures Compliances

25. Complaints / grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)

Company's stakeholders include investors, clients, employees, vendors / partners, government, and the community.

- Policies towards whistle blower, sexual harassment and other stakeholder/governance related policies are available at <https://www.disagroup.com/en-in/investor-relations/disa-india-ltd/policies>.
- For details on investor complaints received and resolved, refer to the 'Investor complaints' available in the corporate governance report of this Annual Report.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes / No)	FY 2024-25			FY 2023-24		
	(If yes, then provide the web-link for grievance redressal policy)	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	No	Nil	Nil	–	Nil	Nil	–
Investors (Other than Shareholders)	No	Nil	Nil	–	Nil	Nil	–
Shareholders	Yes#	Nil	Nil	–	Nil	Nil	–
Employees & Workers*	No	Nil	Nil	–	Nil	Nil	–
Customers	No	Nil	Nil	–	Nil	Nil	–
Value Chain Partners	No	Nil	Nil	–	Nil	Nil	–
Others (please specify)	No	Nil	Nil	–	Nil	Nil	–

#<https://www.disagroup.com/en-in/investor-relations/investor-grievances>

*Employees and workers reach out to HR for any grievances.

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

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

Sl. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk / opportunity	Approach to adapt or mitigate	Positive / Negative Implications
1	Electric Vehicles	Risk	Use of electric vehicles considering environmental benefits, lower cost of maintenance and Government Financial support in the form of subsidies or tax incentives.	–	The Management does not see any threat to DISA growth, rather creating more opportunities in Aluminum business

Sl. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk / opportunity	Approach to adapt or mitigate	Positive / Negative Implications
2	Alternative Sources of Renewable Energy	Opportunity	SBTi	In Tumkur facility, the Company has switched to drawing power from Wind farm from March 2024 and this would reduce our power cost from non-renewable sources over a period of time.	This is a positive move and in line with SBTi norms.
3	Increasing instances of Cybersecurity incidents and data breaches	Risk	The Company relies significantly on its technology infrastructure and most of the transactions are processed digitally.	The Company takes steps to mitigate cyber risks including use of technology, education and awareness to employees on use of Company's assets and periodic IT Audit to identify any deficiencies.	This will be negative – Operational, Financial and Reputation.
4	Changing expectations of the workforce and work environments	Risk	Work life balance, flexible working hours, remuneration on par with the industry and making safer work environment.	The Company provides role based flexible working hours, employee survey, market survey to determine industry standards and Work climate analysis. Our plants follow strict safety norms to make the employees/workers protected from any hazards.	It will be positive since we expect lower attrition of employees and enhancing their experience.
5	Labour accident risks	Risk and Opportunity	The Company's operations could potentially hurt the workers physically if the Standard Safety Norms are not complied with.	Company considers safety of its workers and workplace as a matter of priority and the Board directly reviews the safety related aspects. Further, there is constant training given to employees on safety measures and safety audit is also carried out.	Positive
6	Geo-political Risks	Risk and Opportunity	Due to Geo-political changes, including within the country due to change in government, there could be risks of countries changing their regulations of trade or government's regulations may undergo a change.	Management constantly reviews the political scenario and also considers Geo-political risks in taking decisions. Further, the exports are to diversified group of countries and thereby mitigating risk concentration of dependence on one economy.	Positive and Negative.
7	Climate Change, Environmental Stewardship	Risk and Opportunity	Customers may look for greener products and hence there is a risk that existing product line may have to be revamped or tuned to their requirements.	Management continuously monitors the requirement of the customers and aligns their product accordingly.	Positive.
8	Supply Chain disruptions	Risk	Possibility of a vendor not being able to deliver the input is a risk.	We have diversified our procurement to ensure there is no dependence on a particular Vendor.	Positive.

Section B: Management and Process Disclosures

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics & Transparency	Product Responsibility	Human Re-sources	Responsive-ness to Stakehold-ers	Respect for Human Rights	Environm-ental Protection	Public Policy Advocacy	Inclusive Growth	Customer Engage-ment
Policy and management processes									
1. A. Whether your entity's policy / policies cover each principle and its core elements of NGRBC (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
B. Has the Board (Yes / No) approved the policy.	Yes, the Board has approved these policies								
C. Weblink of the policies, if available.	Refer to Business Responsibility & Sustainability Reporting Policy available at https://www.disagroup.com/-/media/files/shared-pdf-downloads/norican-corporate/disa-india-financials/2023_dil_business_responsibility_sustainability_reporting_policy.pdf								
2. Whether the entity has translated the policy into procedures (Yes / No).	The Company has various standard operating procedures which puts the above policies into action. The Management also reviews the compliance through the internal control measures including an internal audit mechanism.								
3. Do the enlisted policies extend to our value chain partners? (Yes / No)	Yes. It applies to our value chain partners to the extent applicable.								
4. Name of the national and international/codes/certifications /labels/standards (e.g. Forest Stewardship Council, Fairtrade Rainforest Alliance, Trusttea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	The national and international codes / certifications / labels / standards are as below: ISO 9001:2015 Quality Management System standard certification ISO 14001:2015 Environmental Management System standard certification ISO 45001:2018 Occupational Health and Safety Management System standard certification								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Nil								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements - DISA India Limited is committed to comply and report on all ESG related aspects as required by the SEBI Guidelines. The Company is part of Norican Group and takes initiatives to ensure compliance with the Group norms on these matters to the extent possible. DISA India Limited is a manufacturing company, and the focus is more on ensuring-									
A. Environmental safety									
B. Safe work environment									
C. Transparent Governance.									
In course of adopting ESG, the Company strives to ensure that the principles are followed in spirit to all its stakeholders. We are making efforts to ensure lower consumption of non-renewable sources of energy, use of energy efficient assets, give priority to employees health and well-being including training and awareness programs. We also ensure there is adequate oversight by the Board on compliances and governance.									

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Environmental Protection	Public Policy Advocacy	Inclusive Growth	Customer Engagement
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Mr. Lokesh Saxena, Managing Director								
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes/No). If yes, please provide details.	The Company does not have a specific Committee for sustainability related issue <i>per se</i> . However, these matters are looked after by Mr. Lokesh Saxena, Managing Director. The Risk Management Committee oversees the sustainability related initiatives of the Company.								

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC).

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The respective Committee of the Board reviews and amend the policies as and when required.									As and when needed.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company ensures compliance with all statutory requirements and place before the Board every quarter a report on compliances.									Quarterly.								

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

No.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency (Yes / No)? If yes, provide the name of the agency.	The Company's policies and procedures are subject to internal scrutiny by the management, overview by the Board of Directors, subjected to audit by internal auditors for the purposes of ensuring operating effectiveness of the policies and critical evaluation of the same. The statutory auditors would also refer to these policies, to the extent, relevant and applicable to assess the Entity Level Controls and Governance aspects. However, there has not been any specific review or assessment or evaluation of the policies by an external agency.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Explained in Point No. 11 above								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C - Principle-wise Performance Disclosure

Principle 1 - Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable.

Essential indicators

1) Percentage covered by training and awareness programs on any of the principles during the financial year.

Segment	Total Number of training and awareness Programmes held	Topics / Principles covered under the training audits impact	% Of persons in respective category covered by the awareness Programmes
Board of Directors / Key Managerial Personnel ('KMP')	5	Information about the Company, its subsidiaries, Joint Ventures (if any), copies of Annual Report of past years, Code of Conduct, Insider Trading Code, brief profile of other Board Members, Memorandum and Articles of Association, financial results of past years, Committee Charters, Internal Audit Charter, Operating policies & procedures of the company including policies such as Whistle Blower Policy, CSR policy, Policy on Related Party Transactions, etc. Various matters inter-alia covering the nature of industry in which the Company operates, Macro economic conditions, Company's business model, strategy, operations, markets, organization structure, product offerings, finance, compliance frame work, risk management framework, quarterly and annual financial results, human resources, technology, quality, role, rights, responsibilities of the Independent Directors, regulatory updates and on such other areas as may be relevant from time to time	100%
Employees other than Board of Directors and Key Managerial Personnel.	13	Training Session on Norican Code of Conduct, The Art of Negotiation and Conflict Resolution, Accelerated Sales Management, Awareness Program on Insurance Polices - GMC & GPA, Workshop on Full Services - Aftermarket, ERT Training, PLC Training, Awareness Session on Work-Life Balance, Webinar on Compulsory Gratuity Insurance, Tax Deduction at Source - Recent Developments and Practical Issues, Impactful Sales Negotiation Strategies, Training Program on HR Excellence and POSH Training for IC members	48%
Workers	1	Awareness Program on Insurance Polices - GMC & GPA	86%

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

Monetary				
Particulars	Name of the regulatory / enforcement agencies / judicial institutions	Amount (Rs. in Crores)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine		Nil		
Settlement				
Compounding Fee				
Others*				

*DISA India Limited filed writ petition in High Court on December 9, 2024. DISA India Limited received stay order on February 6, 2025, and directed to pay Rs. 99 lakhs to Sumangala Steel Private Limited and informed Sumangala Steel Private Limited to return the equipment. DISA India Limited received the equipment. Also, High Court advised in stay order to pay Rs. 1.7 Crores to High Court as a deposit and the same amount has been deposited with High Court on March 19, 2025.

Non-Monetary				
Particulars	Name of the regulatory / enforcement agencies / judicial institutions	Amount (Rs. in Crores)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine		Nil		
Settlement				
Compounding Fee				
Others				

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

Not applicable.

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

Yes

The Company follows the anti-bribery policy of the Norican Group given in the link: <https://www.disagroup.com/-/media/files/shared-pdf-downloads/norican-corporate/disa-india-financials/202420170131noricanantibriberypolicyv520150415.pdf>

The Company is also guided by the Code of Conduct Policy available in the link: <https://www.disagroup.com/-/media/files/shared-pdf-downloads/norican-corporate/disa-india-financials/dilcodeofconductaspersebitregulations01apr2019.pdf>

- 5) Number of Directors / KMPs / Employees/ Workers against whom disciplinary action was taken by any law enforcement agency of bribery / corruption.

Particulars	FY 2024-25	FY 2023-24
Directors	None	
KMPs		
Employees		
Workers		

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	None.			
Number of complaints received in relation to issues of conflict of interest of 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.

None

- 8) Number of days of accounts payables ((Accounts Payables * 365) / Cost of goods / services procured) in the following format

	FY 2024-25	FY 2023-24
Number of Days of Accounts Payables	91.5	74.7

- 9) Openness of Business: Provide details of concentration of purchases and sales with trading houses, dealers and related parties along with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	12%	15%
	b. Number of dealers / distributors to whom sales are made	5	5
	c. Sales to Top 10 dealers / distributors as % of total sales to dealers / distributors	12%	15%
Share of RPTs in	•Purchases (Purchases with related parties / Total Purchases)	22%	20%
	•Sales (Sales to related parties / Total Sales)	6%	6%
	•Loans and Advances (Loans and advances given to related parties / Total loans and advances) Rs. in Million	0	17.5
	• Investments (Investments in related parties / Total Investments made). Rs. Million	44.0	44.0

Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe.

- 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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil		
Capex			

A significant portion of the Company's and Norican Group's Research & Development efforts are focused on assisting customers in reducing waste, reducing energy consumption as well as increasing yield in production by upgrading to newer Norican Technology in pursuit of reducing the environmental impact. Company is certified with Management system standard of - ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 - If yes, what percentage of inputs were sourced sustainably?

Yes. The Company has a policy in 'Norican Group Supplier Code of Conduct' which includes conditions relating to sourcing raw materials in a responsible manner and treatment of spillages, contamination and minimizing waste. This policy has been recently implemented and hence unable to comment on the percentage of input based sourced sustainably.

- 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.

Nature of Waste	Disposal Mechanism
Plastics	Sold to Karnataka State Pollution Control Board (KSPCB) registered recycler
E-Waste	Sold to KSPCB / Central Pollution Control Board (CPCB) registered recycler
Hazardous Waste	Sold to KSPCB registered recycler / Incinerator
Other Waste	Sold to KSPCB registered recycler

- 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.

Nil.

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

- 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 (Total including Workers)											
Male	191	191	100%	191	100%	0	0%	NA	NA	NA	NA
Female	11	11	100%	11	100%	11	100%	NA	NA	NA	NA
Total	202	202	100%	202	100%	11	5%	NA	NA	NA	NA
Other than Permanent Employees – Employees on Contract are taken care by the Contract Employer.											
Male	Trainees are covered under Workmen's Compensation Policy and Group Personal Accident Policies taken by the Company.										
Female											
Total											

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	70	70	100%	70	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	0	0%	NA	NA	NA	NA
Total	70	70	100%	70	100%	0	0%	NA	NA	NA	NA
Other than Permanent Workers											
Male	12	12	100%	12	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	0	0%	NA	NA	NA	NA
Total	12	12	100%	12	100%	0	0%	NA	NA	NA	NA

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

	FY 2024-25	FY 2023-24
Cost incurred on well being measures as a % of total revenue of the Company	0.9%	1.4%

2. Details of retirement benefits, for Current Financial Year 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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA (Note 1)	100%	100%	NA (Note 1)
ESI	0% (Note 2)	0% (Note)	NA	0% (Note 2)	0% (Note 2)	NA
Others (Superannuation)	22%	0%	N	22%	0%	N

Note:

1. Gratuity is funded with Life Insurance Corporation of India.

2. There are no permanent employees who were covered under ESI for the current financial year and previous financial year.

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.

Our workplaces / offices are located in places which is fairly accessible to all people including differently abled employees and workers.

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.

No.

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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	The Company has a Whistle Blower mechanism which all employees can access to redress their grievances. However, employees reach out to HR Department either on emails or directly to convey their grievances and get it addressed and resolved as applicable.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and workers 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	132	0	0%	135	0	0%
Male	121	0	0%	127	0	0%
Female	11	0	0%	8	0	0%
Total Permanent Workers	70	70	100%	70	70	100%
Male	70	70	100%	70	70	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health 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	191	49	26%	33	17%	127	91	72%	92	72%
Female	11	9	82%	8	73%	8	4	50%	12*	150%
Total	202	58	29%	41	20%	135	95	70%	104	77%
Workers										
Male	70	64**	91%	0	0%	70	70	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	70	64	91%	0	0%	70	70	100%	0	0%

*Employees have undergone one or more training programs.

**Workers were on leave on training days and did not attend.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees (for permanent employees)						
Male	121	121	100%	127	127	100%
Female	11	11	100%	8	7	88%
Total	132	132	100%	135	134	99%

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers - No specific performance and career development reviews done for workers						
Male	70	70	100%	70	70	100%
Female	0	0	0%	0	0	0%
Total	70	70	100%	70	70	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 for such system?

As part of ensuring a safe and hygienic work environment, Company ensures that (Occupational, Health and Safety) OHS are followed widely. The Company has appointed a full time EHS Manager to take care of the health and safety management systems.

Occupational health and safety management system is implemented at the facility.

- Compliance with the terms and conditions of Karnataka Dept. of Factories, Boilers, Industrial Safety & Health License.
- Compliance with the terms and conditions of ISO 45001:2018 - Occupational health and safety management system requirements.

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

- (Environment, Health and Safety) EHS audits and inspections are conducted periodically and documented for both on a routine and non-routine basis.
- The Hazard Identification Risk Assessment process is used to identify work-related hazards and assess risks on a routine basis.
- In the case of non-routine jobs carried out by contract workers, work permit system is established and followed to have control on work-related hazards.
- Employees are trained in first aid treatment and to attend to emergencies.
- First aid facilities are available at workplace.

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

Yes. Hazard & Near miss reporting process is established to identify work-related hazards and eliminate risks using best possible controls.

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

Yes, employees have access to specific health care benefits and health insurance for them and their dependents family members.

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

Safety incident / Number	Category	FY 2024-25	FY2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	None	None
	Workers	0.3	0.7
Total recordable work-related injuries	Employees	None	None
	Workers	1	0
No. of fatalities	Employees	None	None
	Workers	None	None
High consequence work-related injury or ill-health (excluding fatalities)	Employees	None	None
	Workers	None	None

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

The Company places paramount importance on the health and safety of its employees and is committed to maintaining a safe and healthy working environment across all its facilities. The following measures are implemented to support this commitment:

- a) The office premises are designed to ensure optimal ventilation, with a focus on natural airflow. Air-conditioned areas are maintained at comfortable ambient temperatures for employee well-being.
- b) All food and beverage products made available within the premises are certified by the Food Safety and Standards Authority of India (FSSAI), ensuring adherence to standards of hygiene and safety.
- c) Safety posters are prominently displayed across factory premises to reinforce safe practices. Regular safety awareness sessions are conducted to build a strong safety culture among employees.
- d) Annual health check-ups are conducted for all employees and factory workers to monitor and promote long-term health.
- e) Health and safety awareness programs are periodically organized to educate and sensitize employees on various occupational health and safety topics.
- f) Emergency preparedness is ensured through the conduct of annual emergency mock drills.
- g) Fire safety measures are in full compliance with statutory requirements, with fire alarms and fire extinguishers installed and maintained across both office and plant premises.
- h) The entire factory and office premises are secured under continuous CCTV surveillance to enhance safety and security.
- i) Employees are trained in basic first aid and emergency response. Adequate first-aid kits and medical equipment are available in all operating facilities to ensure readiness in case of medical emergencies.

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

Particulars	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	None	None	As it is explained in sr. no 12 Complying to Govt. Notifications as released	None	None	As it is explained in sr. no 12 Complying to Govt. Notifications as released
Health and Safety	None	None		None	None	

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	

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

No such incidents in the year under review

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

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

As elaborated below in point no. 2.

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 and Public	No	Email, SMS, Newspaper, Website	As and when required	To update on financials, operational results and business activity
Customers and Vendors	No	Email, Website	As and when required	Changes in Company's Policy and business activities
Employees	No	Email, Website	As and when required	Changes in Employees related Policies.
Government	No	Email and Others	As and when required	Company's Annual Return, Financial and Operational details etc.

Principle 5 - Businesses should respect and promote human rights

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, as follows:

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)	% (C/D)
Employees						
Permanent	132	132	100%	135	135	100%
Other than Permanent	28	28	100%	15	15	100%
Total employees	160	160	100%	150	150	100%
Workers						
Permanent	70	70	100%	70	70	100%
Other than Permanent	12	12	100%	8	8	100%
Total workers	82	82	100%	78	78	100%

Note:

Respect for Human Rights is a fundamental belief of this Company. The Company recognizes that it is part of its commitments which operates in accordance with the Internal Committee and engages with the Company.

Harassment in any form of behavior is not welcomed in workplace. The Company promotes diverse workplace at all levels and dedicates to create a fair and transparent environment with mutual respect for all. The Company prohibits child labour and forced labour. The Company regularly communicates the relevant and necessary information with regard to organizational policies, finances and long-term organizational growth with the employees. The Company has several grievance redressal mechanisms for the employees. The Company follows data privacy regulations including GDPR.

- Details of minimum wages paid to employees and workers, as follows:

Category	Total (A)	FY 2024-25				FY 2023-24				
		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										
Male	191	0	0%	191	100%	127	0	0%	127	100%
Female	11	0	0%	11	100%	8	0	0%	8	100%
Other than Permanent										
Male	25	0	0%	25	100%	19	0	0%	19	100%
Female	3	0	0%	3	100%	4	0	0%	4	100%

Category	Total (A)	FY 2024-25				FY 2023-24				
		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)
Workers										
Permanent										
Male	70	0	0%	70	100%	70	0	0%	70	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	12	0	0%	12	100%	8	8	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors*	1	Rs 23,655,971/-	0	0
Independent Directors	2	Rs 650,000/-	3	Rs 200,000/-
KMP	1	Rs. 9,164,227/-	2	Rs 4,773,022/-
Employees other than above	121	Rs.1,559,673/-	9	Rs.2,005,985/-
Workers	70	Rs.993,811/-	0	0

Note:

- Non-Executive Non-Independent Directors in the category of Promoter Employee Directors were not paid any remuneration during the year.
- Ms. Deepa Agar Hingorani (DIN: 00206310) Ceased to be Chairperson and Independent Director of the Company at the close of business hours on February 11, 2025 upon completion of tenure and was appointed as a Non-Independent Non-Executive Director and Chairperson with effect from March 28, 2025.

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

	FY 2024-25	FY 2023-24
Gross Wages paid to females as % of total wages	7.42%	3%

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)

All issues relating to the above are addressed / handled by Human Resources department

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

All issues relating to the above are addressed / handled by Human Resources department. The Human Resources department, through mutual consultation and dialogue, would address the issues relating to Human Rights, if any, including involving the management for any directions.

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 end of the year	Remarks	Filed during year	Pending resolution at the end of the year	Remarks
Sexual harassment	None					
Discrimination at workplace						
Child labour						
Forced / 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 format:

	FY 2024-25	FY2023-24
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 has an Internal POSH committee handling Prevention of Sexual Harassment cases. There are no cases of child labor or forced labor or other related issues at the workplace.

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

10. Assessments for the year

	% Of plants and offices that were assessed (by entities/statutory authorities/third parties)
Sexual harassment	None
Discrimination at workplace	None
Child labour	None
Forced/ Involuntary labour	None
Wages	None
Others (Please specify)	None

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

None.

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

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	3,607,502,400 KJ	3,746,001,600 KJ
Total fuel consumption (B)	592,510,000 KJ	393,720,000 KJ
Energy consumption through other sources (C)	107,460,000 KJ	79,200,000 KJ
Total (A+ B+ C)	4,307,472,400 KJ	4,218,921,600 KJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.12	1.32
From non-renewable sources		
Total electricity consumption (D)	3,714,962,400 KJ	3,825,201,600 KJ
Total fuel consumption (E)	592,510,000 KJ	393,720,000 KJ
Energy consumption through other sources (F)	107,460,000 KJ	79,200,000 KJ
Total energy consumed from nonrenewable sources (D+E+F)	4,414,932,400 KJ	4,298,121,600 KJ
Total energy consumed (A+B+C+D+E+F)	8,722,404,800 KJ	8,517,043,200 KJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	2.27	2.67
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
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.
No.
- 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
- Details of the following disclosures related to water

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in KL)		
i) Surface water	Nil	Nil
ii) Ground water	Nil	Nil
iii) Third Party water (Tanker water)	3,364 KL	4,060 KL
iv) Sea water	Nil	Nil
v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	3,364 KL	4,060 KL
Total volume of water consumption (in kiloliters)	3,364 KL	4,060 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
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.

4. Provide the following details related to water discharged:

	FY 2024-25	FY 2023-24
Water discharged by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Ground water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) To Others		
- No treatment	0	0
- With treatment – please specify level of treatment	3,262 KL	3,636 KL
Total Water discharged (in kilolitres)	3,262 KL	3,636 KL

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.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
Not Applicable.
6. Details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Nox	µg/m ³	9.5 Avg	10.1 Avg
Sox	µg/m ³	6.0 Avg	6.2 Avg
Particulate Matter	µg/m ³	38.7 Avg	45.1 Avg
Persistent Organic Pollutants	µg/m ³	NA	NA
Volatile Organic Compounds	µg/m ³	None	None
Hazardous air pollutants	µg/m ³	NA	NA
Others (please specify)	µg/m ³	None	None

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.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	Metric tons of CO ₂ equivalent	7,963.80 tCO ₂ e	8,184.37 tCO ₂ e
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)	Metric tons of CO ₂ equivalent	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00	0.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
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.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details –
Yes. Tube lights and MV lamps replaced to LED Lights in phased manner at factory.
9. Details related to waste management by the entity.

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tons)		
Plastic waste (A)	1.03MT	0.69MT
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction & demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other hazardous waste (G)	4.38 MT	2.09 MT
Other non-hazardous waste (H)	213.26 MT	208.37 MT
Total (A+B+C+D+E+F+G+H)	218.67 MT	211.15 MT

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT / Rs Million)	0.00	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	--	--
Waste intensity in terms of physical output	--	--
Waste intensity (optional) – the relevant matrix may be selected by the entity.	--	--
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons): There is no recycling, re-using or other recovery operations carried out in the facility for the waste generated in the process.		
Category of waste		
Recycled	Nil	Nil
Re-used	Nil	Nil
Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed through by nature of disposal method (in metric tons)		
Category of waste		
Incineration	0.44 MT	0.22 MT
Landfilling	Nil	Nil
Other disposing operations	Nil	Nil
Total	0.44 MT	0.22 MT

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.

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.

Nature of Waste	How is it being disposed off?
Electronic Waste	KSPCB Authorized recycler
Non-Hazardous Manufacturing Waste	KSPCB Authorized recycler
Manufacturing Waste	KSPCB Authorized recycler / Incinerator
Other Waste	KSPCB Authorized recycler
Polluted Water	Treated in In-house STP
Other	KSPCB Authorized recycler

KSPCB Authorized recycler would be responsible for disposing of the wastes as categorized above in a manner that is expected to be as environmentally friendly as possible and as per the guidelines of the Government.

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.

Sl. 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.
The entity does not have operations / offices in / around ecologically sensitive areas and hence this clause is 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
There were no Environmental Impact Assessment of Projects undertaken by the entity as required by any regulatory agency or law.					

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

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective actions taken if any
None				

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

1. i. Number of affiliations with trade and industry chambers/ associations - 8
ii. 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.

Sl. No.	Name of trade and industry Chambers/Associations	Reach of trade and industry Chambers/Associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
3.	Bengaluru Chamber of Industry and Commerce (BCIC)	State
4.	Engineering Exports Promotion Council (EEPC)	National
5.	Association of Indian Forging Industry (AIFI)	National
6.	Institute of Indian Foundrymen (IIF)	National
7.	Indo-Danish Business Association (IDBA)	National
8.	Karnataka Employers' Association (KEA)	State

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

Name of authority	Brief of case	Corrective actions taken
None.		

Principle 8 - Businesses should promote inclusive growth and equitable development

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
Not applicable					

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

Sl.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

The community in and around the factory would have access to the factory manager for resolution of any issue.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSME/Small producers	52%	52%
Sourced directly from within/neighboring districts	61%	57%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

	FY 2024-25		FY 2023-24	
	Rs. Million	%	Rs. Million	%
Rural	-	-	-	-
Semi-Urban	-	-	-	-
Urban	233.6	53%	227.4	52%
Metropolitan	210.7	47%	206.7	48%
Total	444.3	100%	434.1	100%

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

Tumkur (Plant) has been considered as Urban and the Corporate Office (Bengaluru) has been considered as Metropolitan. The above is the employee cost including wages paid to all personnels in the Plant and in the Corporate Office.

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

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

Consumer satisfaction and feedback is given utmost importance by the Management. The business team ensures that the products and services delivered meet their expectations. If there are any issues in execution, then there are internal escalations which will ensure that the senior management is aware of any delays or issues.

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	80%
Safe and responsible usage	80%
Recycling and/or safe disposal	80%

Our products are not sold off-the shelf or available in the market as such, hence it does not require the above labeling. These products are made on order basis and therefore would contain the information as required to use the product. We also ensure that the products being sold undergo multiple quality control tests to ensure that it can be used safely by our customers. Further, as an organization we ensure that the concerns relating to environmental safety, welfare of the community and good governance is embedded in every decision-making process including how we manufacture responsibly.

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

	FY 2024-25			FY 2023-24		
	Received during year	Pending resolution at end of year	Remarks	Received during year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	None	Not Applicable.
Forced recalls	None	Not Applicable.

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

Yes. The policy is available at <https://www.noricangroup.com/en-in/privacy>.

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; since there were no such actions required to be taken on directions of any regulatory authorities.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches.
- Percentage of data breaches involving personally identifiable information of customers
- Impact, if any, of the data breaches.

General Note relating to all Principles: Leadership indicators are recommendatory in nature for 2024-25 and hence only essential indicators have been provided.