



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L40109TG1986PLC006745
2	Name of the Listed Entity	HBL Power Systems Limited
3	Year of incorporation	1986
4	Registered office address	No. 8-2-601, Road No.10, Banjara Hills, Hyderabad-500034, Telangana, India.
5	Corporate address	8-2-616, Road No.11, Banjara Hills, Hyderabad - 500034
6	E-mail	<a href="mailto:contact@hbl.in">contact@hbl.in</a> , <a href="mailto:investor@hbl.in">investor@hbl.in</a>
7	Telephone	Tel - 04023355575
8	Website	<a href="https://hbl.in/">https://hbl.in/</a>
9	Financial year for which reporting is being done	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE), BSE Limited (BSE)
11	Paid-up Capital	₹27,71,94,946
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	E. Sairam, Chief Financial Officer, Email – <a href="mailto:sairam.e@hbl.in">sairam.e@hbl.in</a> , Telephone - 04066167777
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures made in this report are on a standalone basis for HBL Power Systems Limited.
14	Name of assurance provider	Not Available
15	Type of assurance obtained	Not Applicable

### II. Products/services

#### 16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing - Battery	Manufacturing of Batteries for Industrial & Defense applications	71.50%
2	Manufacturing - Electronic	Manufacturing of Communication equipment for Army artillery and other fuses.	24.42%

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Lead Acid Batteries	27201	71.50%
	Nickel cadmium Batteries		
	Defense Batteries		
2	Chargers	28299	24.42%
	Railway Electronics		
	TMS/TCAS(KAVACH)		



### III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	22	29
International		NIL	

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States and Union Territories))	36
International (No. of Countries)	50+

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

12.96%

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

HBL Power Systems Ltd (HBL) offers comprehensive battery and engineering solutions to diverse clients, including prominent system integrators, EPC firms, as well as entities within the railway, aviation, and defense sectors worldwide. The Company's segments include Industrial batteries, Defense and Aviation batteries, and Electronics. Its electronics vertical is sub-divided into Railway electronics and electric mobility. Its flagship products in this vertical are the train collision avoidance system (TCAS), which addresses the issue of safety, and train management system (TMS).

The Company's extensive track record includes enduring partnerships with esteemed governmental bodies in India, such as the Indian Airforce, Indian Navy, and MOD labs. Notably, HBL has fostered a longstanding strategic alliance with Indian Railways, securing certification for the deployment of safety-critical systems. Committed to continuous evolution, we prioritize meeting the evolving and rigorous demands of our customers by delivering innovative solutions.

### IV. Employees

#### 20. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1875	1764	94.08%	111	5.92%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	1875	1764	94.08%	111	5.92%
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	4827	3789	78.49%	1038	21.50%
6.	<b>Total workers (F + G)</b>	4827	3789	78.49%	1038	21.50%

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

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	10	8	80%	2	20%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	10	8	80%	2	20%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	34	22	64.71%	12	35.29%
6.	<b>Total differently abled workers (F + G)</b>	34	22	64.71%	12	35.29%

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	4	44.44%
Key Management Personnel	2	0	-

**22. Turnover rate for permanent employees and workers**
*(Disclose trends for the past 3 years)*

	FY 2023-24 (Turnover rate)			FY 2022-23 (Turnover rate)			FY 2022-21 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.23%	25.23%	9.43%	14.99%	31.79%	10.73%	12.70%	33.33%	9.28%
Permanent Workers	Not Available								

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

S. No.	Name of the holding/ subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	HBL America Inc, USA	A wholly owned Company.	100%	No
2	HBL Germany, GmbH	A wholly owned Company.	100%	No
3	Torquedrive Technologies Private Limited	A wholly owned Company.	100%	No
4	TTL Electric Fuel Private Limited	A subsidiary company	60%	No
5	Naval Systems and Technologies Private Limited	Associate Company and Kavita Prasad Aluru and Mr. MSS Srinath are Directors. HBL holds 41% shares in the Company.	41%	No
6	Tonbo Imaging India Private Limited	Associate Company	15.83%	No

**VI. CSR Details**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in Lakhs.) – 220859.42  
(iii) Net worth (in Lakhs) – 120534.33

**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:**

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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints resolved during the year	Remarks	Number of complaints filed during the year	Number of complaints resolved during the year	Remarks
Communities	Yes ( <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a> )	-	-	Nil	-	-	Nil
Investors (other than shareholders)	Yes ( <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a> )	-	-	Nil	-	-	Nil
Shareholders	Yes ( <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a> )	-	-	Nil	-	-	Nil



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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints resolved during the year	Remarks	Number of complaints filed during the year	Number of complaints resolved during the year	Remarks
Employees and workers	Yes (Internal policy)	-	-	Nil	0	1	Nil
Customers	Yes ( <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a> )	10011*	10001	Nil	-	4	Nil
Value Chain Partners	Yes (Internal Policy)	-	-	Nil	-	2	Nil
Other (please specify)	-	-	-	-	-	-	-

\*The majority of the complaints received from customers during the financial year are pertaining to customer warranty and going forward we will build a more rigorous methodology to clarify the list of complaints received from customers.

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

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

S. No.	Material issues 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	Climate Change	Risk	<b>Risk:</b> Climate change will arise physical risks for business operations.	HBL's strategy to effectively handle the risks and capitalize on opportunities linked to the direct exposure of its owned and controlled assets to the real and potential effects of climate change and reductions in GHG emissions.	Negative
2	Energy Management	Risk and Opportunity	<b>Risk:</b> Purchased electricity is a major share of the energy sources used in the industry and accounts for a notable proportion of the total cost of materials and value added. This also contributes to indirect GHG emissions. <b>Opportunity:</b> The profitability and operational efficiency of a business will be greatly enhanced by energy efficiency measures contributes to sustainable climate change.	1. energy conservation in factories by the installation of energy-efficient technology, machines and equipment. 2. Renewable energy generation through Biomass. 3. The organization is focused on energy management and environmental responsibility through ISO 14001:2015 periodical audits, and it plans to become certified to ISO 50001:2018 in future to strengthen control over energy conservation.	Positive/Negative



S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk and Opportunity	<p><b>Risk:</b></p> <ol style="list-style-type: none"> <li>1. Reduced battery materials recovery rates will increase the effects of fuel cells and batteries on the environment.</li> <li>2. Batteries and fuel cells contains potentially dangerous materials that should be disposed of appropriately since they could endanger human health and the environment.</li> </ol> <p><b>Opportunity:</b> Recycling and reusing waste to create products with added value increases revenue and lowers waste disposal expenses and increases the circular economy</p>	<ol style="list-style-type: none"> <li>1. Innovation integrated in the manufacturing for effective design for disassembly, reuse, or recycling.</li> <li>2. HBL is certified by CPCB for Extended Producer Responsibility (EPR).</li> <li>3. HBL engaged authorized third-party recycler for effective disposal of hazardous waste.</li> </ol>	Positive/Negative
4	Water Management	Opportunity	<p><b>Opportunity:</b></p> <p>Reducing reliance on fresh water is achieved by the application of water conservation strategies, such as recycling and reusing treated wastewater in utilities and through reducing discharge through ZLD mechanism.</p>	-	Positive
5	Occupational health and safety	Risk	<ol style="list-style-type: none"> <li>1. Potential risks associated with physical hazards such as machinery accidents, electrical shocks and chemical hazards due to the handling of solvents, lubricants, and battery chemicals.</li> <li>2. Non adherence to safety standards could result in legal consequences</li> </ol>	<ol style="list-style-type: none"> <li>1. Strict adherence to safety standards such as ISO 14001:2015 and ISO 45001:2018.</li> <li>2. Comprehensive employee training on hazards, safe practices, emergency procedures, and PPE use.</li> <li>3. Clear safety policies communicated to all staff and contractors.</li> <li>4. Tested emergency response plans for fires, spills, and medical incidents.</li> <li>5. Regular audits to ensure safety compliance and address improvements promptly.</li> </ol>	Negative



S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Protection of Human rights	Risk	<ol style="list-style-type: none"><li>1. There is a potential for human rights impacts on various stakeholders such as employees, suppliers, and local communities</li><li>2. human rights Breaches may result in legal and regulatory penalties, potentially causing disruptions to operations and negative financial consequences for the company.</li></ol>	<ol style="list-style-type: none"><li>1. Planning to Conduct human rights due diligence across operations and supply chain.</li><li>2. Enforcing a supplier code of conduct with human rights standards.</li><li>3. Providing human rights training for employees.</li><li>4. Establishing effective grievance mechanisms.</li><li>5. Conducting regular monitoring and audits for human rights compliance.</li><li>6. Engaging with local communities respectfully.</li><li>7. Transparent reporting on human rights practices.</li></ol>	Positive/Negative
7	Diversity, Equality & Inclusion	Opportunity	Embracing diversity, inclusion, and equal opportunities enhances company performance by leveraging diverse knowledge, perspectives, and ideas. This fosters innovation, enhances talent attraction, improves retention and adheres to legal and ethical compliances in the workplace.	-	Positive
8	Community engagement	Opportunity	Investing in community development programs presents an opportunity to create shared value for both the company and the communities where it operates. By aligning CSR programs with community needs, the company can preemptively manage risks by addressing community concerns promptly. Additionally, this approach fosters a long-term, mutually beneficial relationship and enhances the company's social standing.	-	Positive



S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Supplier Relationship Management & Responsible Sourcing	Risk/ Opportunity	<p><b>Risk</b> We utilize a diverse range of raw materials in our product manufacturing processes, each susceptible to different sustainability risks. The sustainable sourcing of these materials is essential to ensure uninterrupted supply and foster the long-term growth of our business</p> <p><b>Opportunity</b> 1. Implementing responsible sourcing practices ensures ethical, social, and environmental standards throughout HBL's supply chain. 2. Enhances company reputation and brand image, fostering trust and loyalty among customers, investors, and stakeholders. 3. Leads to cost savings by reducing risks of non-compliance and supply chain disruptions.</p>	<ol style="list-style-type: none"> <li>1. Tracing raw material origins to ensure the sustainable sourcing</li> <li>2. Ensuring supplier adherence to supplier code of conduct</li> <li>3. Establish policies on sustainable sourcing practices and training suppliers accordingly</li> <li>4. Fair and transparent practices</li> </ol>	Positive/Negative
10	Data privacy and cyber security	Risk	<p><b>Risk</b> Risk of confidential data leakage</p>	<ol style="list-style-type: none"> <li>1. All privileged system access are reviewed periodically &amp; data leakage prevention (DLP) system are implemented at these equipment</li> <li>2. Restricted data access control &amp; VPN access for work from home activities</li> </ol>	Negative
11	Product safety and quality	Risk	<p><b>Risk</b> As an approved supplier for both the Indian Defense and Railways, our products need to adhere to stringent quality protocols</p>	<ol style="list-style-type: none"> <li>1. The Company is investing in critical and high-cost testing equipment to ensure we meet international testing standards, to meet the stringent quality standards of our clients.</li> <li>2. The Company maintains great quality infrastructure and also utilizes third party partner agencies to test its products</li> </ol>	



S. No.	Material issues 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)
12	Product Innovation	Opportunity	<b>Opportunity</b> Product innovation is crucial to the company as it drives growth and helps meet evolving customer needs	-	Positive
13	Compliance	Risk	<b>Risk</b> Being compliant with the laws of the land is vital for us, to ensure that we adhere to laws and regulations, avoiding from legal penalties and reputational damage	The Company has devised proper systems to ensure compliance with applicable laws and regulations	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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	Policies are available on our intranet and: <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a> (P1, P2, P3, P4, P5, P6, P7, P8, P9)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y*	Y#	Y\$	Y	Y	Y	Y	Y	Y
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of setting goals and commitments based on its material issues identified.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Company has obtained certifications under national and international codes/ certifications/ labels/standards.

\*. HBL Code of conduct

#. Quality systems –

- Shamirpet campus is the only NABL accredited laboratory in India (as per ISO 17025) with the facility and capability of testing all the applicable tests of IEC 60623: 2017, IEC 62259: 2003, IEC 60896:2004 and IEC 61427:2013IATF 16949:2016.
- ISO 9001-2015, ISO14001-2015, ISO 45001-2018, and ISO 22163-2017 – IRIS- Rev 3 (Railway business) and AS 9100D (Aviation, Space and Defense Organizations).
- HBL's TCAS system is certified for SIL4 by ItalCertifer, a European safety assessment agency, empaneled by RDSO in India.
- HBLs TMS System is certified for SIL2 by Bureau Veritas Spain.

\$. ISO 45001:2018 (Environment Management System Certification), CPCB certificate No. 452686543742529144.





**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)

As we continue to navigate the complexities of our industry, it's become increasingly clear that sustainability isn't just an option; it's a necessity. In today's world, the health of our planet is intricately linked to the success of our business. We recognize that our operations have an impact on the environment, and we're dedicated to minimizing that impact wherever possible. From reducing our carbon footprint to conserving natural resources, we're constantly seeking new ways to operate more sustainably. But sustainability isn't just about protecting the environment; it's also about creating a better future for all. That's why we're committed to being good stewards of the communities where we operate, supporting local economies, and promoting social equity and inclusion. The Company has taken significant steps towards embedding sustainability into our corporate DNA. We've established an ESG (Environmental, Social, and Governance) Committee to guide us in setting up our ESG goals and continuously monitoring our progress. This committee serves as a dedicated body to ensure that sustainability remains at the forefront of our strategic planning and decision-making processes. As we work to reduce our carbon footprint, water conservation remains a crucial part of our sustainability efforts. We are also actively supporting green initiatives through community partnerships. I'm proud of the progress we've made so far, but I also recognize that there's still much work to be done. Together, we can create a world where people and the planet thrive, both now and for generations to come.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). E. Sairam, Chief Financial Officer,  
Email – [sairam.e@hbl.in](mailto:sairam.e@hbl.in),  
Telephone - 04066167777

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 CFO as stated above oversees the decision making on sustainability related issues.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The ESG Committee reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.																		Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has been compliant with the statutory requirements and there have been no instances of non-compliances of NGRBCs.																		Annually

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

P	P	P	P	P	P	P	P	P	P
1	2	3	4	5	6	7	8	9	

Yes. The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through Internal Audit mechanism.



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
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)									

Not applicable as all principles are covered by respective policies.

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Regulatory compliance	100%
Key Managerial Personnel	1	Statutory compliance	100%
Employees other than BoD and KMPs	54	TCAS - 2 Modules, TMS-2 modules, EDT, Health Awareness, Tax Saving Awareness and Cyber Crime Awareness	3.4%
Workers	68	TCAS - 2 Modules, TMS-2 modules, Health Awareness and Cyber Crime Awareness	1.4%

- 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					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been prepared (Yes/No)
Penalty/ Fine					
Settlement					
Compounding fee					
Not Applicable as there are no such instances reported.					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment					
Not Applicable as there are no such instances reported					



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
	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, HBL maintains a steadfast commitment to integrity, evidenced by our unwavering stance against corruption and bribery. The Company's Anti-Corruption and Anti-Bribery Policy mandates stringent measures against any individual found engaging in such unethical conduct. This policy extends to all employees across the Company, its subsidiaries, joint ventures, and associates regardless of their position or location. Upholding the highest standards of honesty is imperative for every employee in all aspects of their work. Furthermore, its facilities strictly adhere to a comprehensive framework of anti-bribery and anti-corruption laws and regulations. Prior to commencing business engagements, all agents, suppliers, contractors, and business partners are duly informed of our zero-tolerance policy towards bribery and corruption.

Our Policy is available on our website- <https://hbl.in/reports/HBL-Policies.pdf>

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

	FY 2024	FY 2023
Directors		
KMPs		
Employees		Nil
Workers		

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

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		Nil		
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		Nil		

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 payable \*365) / Cost of goods/services procured) in the following format:

	FY 2024	FY 2023
Number of days accounts payables	38	41

9. Open-ness of business

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

Parameter	Metrics	FY 2024	FY 2023
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



Parameter	Metrics	FY 2024	FY 2023
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	4.12%	4.91%
	b) Number of dealers / distributors to whom sales are made	70	63
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	59.34%	55%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	3.37%	0.25%
	Sales (Sales to related parties / Total Sales)	6.46%	3.09%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.32%	3.85%
	Investments (Investments in related parties / Total Investments made)	99.99%	99.99%

### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
		Not Available

- 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, The Board of Directors has adopted the Code of Conduct for the Directors and senior managers, as per the code, Directors and senior managers are expected to adhere to the standards of care, loyalty, good faith and the avoidance of conflicts of interest that follow. The Code states that the Board members and Senior Management of the Company are needed to abstain themselves from discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest.

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

### Essential Indicators

- 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.

S. No		FY 2024	FY 2023	Details of improvements in environmental and social impacts
1	R&D	2%	1%	<ol style="list-style-type: none"> <li>Optimized the battery inter cell connector thickness for few applications and saved up to 10 tons of material in current FY.</li> <li>Silver recovery yield improved from 97% to 98% during recovery of silver from used and life expired batteries.</li> </ol>
2	CAPEX	2%	1.2%	<ol style="list-style-type: none"> <li>Introduced Rotary evaporator for recovery of IPA up to 70 %.</li> <li>Tubular mixer employed for homogenous mixing and reduced cycle time and increased batch volumes</li> </ol>

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
  - If yes, what percentage of inputs were sourced sustainably?  
Around 30%

Yes, the company has developed a supplier sustainability process to guide vendor selection, incorporating a range of principles and guidelines. These encompass safety, health, environmental policies, legal compliance, and adherence to ISO certification standards etc., Furthermore, the company conducts sustainability assessments of its key suppliers, identifying areas for improvement to strengthen sustainability practices and principles.

- 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.

At our manufacturing facilities, we place a paramount emphasis on the safe and responsible management of waste, encompassing both hazardous and non-hazardous materials.



Plastic waste - it is classified into two distinct categories: scrap generated during our processes and material received from customers as part of our buyback policy (such as used or expired batteries). This plastic waste undergoes reprocessing according to SOP, subsequently serving as raw material for the manufacturing of plastic containers.

Electronic waste (e-waste) - All generated waste is diligently handed over to certified vendors to ensure safe disposal.

Hazardous waste - It is meticulously categorized in accordance with regulatory guidelines and is dispatched to authorized recyclers approved by the Pollution Control Board (PCB).

Furthermore, HBL operates an internal recycling facility, sanctioned by the PCB, specifically dedicated to recycling Nickel Cadmium, Lead Acid, and Silver Zinc batteries.

Non-hazardous waste - It includes paper, food waste, packaging materials, and wooden waste, among others, these materials are responsibly disposed of through recycling channels or are repurposed for cattle feeding purposes.

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

Yes, EPR is applicable from FY 23-24 and our waste collection plan is in line with the Extended Producer Responsibility regulation.

### Leadership Indicators

- 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?

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
Lead Acid Batteries	43.25%	Cradle to Gate	Yes	No
Nickel Cadmium Pocket Plate Battery	16.90%	Cradle to Gate (Rated capacity)	Yes	No

- 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
Nickel Cadmium Pocket Plate Batteries	Cadmium hydroxide exposure leads to severe health issues.	Continual disposal of Cadmium Hydroxide in a safe manner through authorized agency

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023
Lead (SMB)	5.44%	10.62%
Cadmium Hydroxide	25.2%	17.9%
Nickel Hydroxide	36.8%	23.5%
Silver	25%	25%
Recycled Lead	20%	-
Recycled Plastic	10%	-



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

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	115.48	35.98	-	86.45	26.10
E-waste	-	-	-	-	-	-
Hazardous waste	-	1446.56	9.39	0.30	1826.07	6.92
Other waste	1304	27.44	190.80	1541	26.80	141

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
Plastic	11%
Hazardous	3%
KoH (Electrolyte)	8%
Others	60%

### 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	Total (A)	% of employees covered by									
		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)
<b>Permanent employees</b>											
Male	1764	1559	88.37%	1726	97.84%	-	-	NA	NA		
Female	111	101	90.99%	106	95.49%	110	100%	NA	NA	NA	
<b>Total</b>	<b>1875</b>	<b>1660</b>	<b>88.53%</b>	<b>1832</b>	<b>97.70%</b>	<b>110</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>		
<b>Other than Permanent employees</b>											
Male											
Female											Not Applicable
<b>Total</b>											

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

Category	Total (A)	% of workers covered by									
		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)
<b>Permanent workers</b>											
Male											
Female											Not Applicable as we do not have Permanent workers
<b>Total</b>											
<b>Other than Permanent workers</b>											
Male											
Female											All are covered under Employee State Insurance Act (ESI), Further benefits depend on the policies of the contractor
<b>Total</b>											



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

	FY 2024	FY 2023
Cost incurred on wellbeing measures as a % of total revenue of the company	0.24%	0.34%

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

Benefits	FY 2024			FY 2023		
	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%	-	Y	100%	-	Y
Gratuity	100%	-	NA	100%	-	NA
ESI	-	100%	Y	-	100%	Y
Others – please specify	-	-	NA	0-	-	NA

3. **Accessibility of workplaces**

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

The Company has made significant efforts to ensure accessibility to differently abled employees across its locations. Offices/ premises are equipped with ramps, lifts, and handrails for stairwells to facilitate the movement of differently abled individuals. As a result, the Company's premises are now fully accessible to individuals with disabilities.

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.

HBL has an internal non-discrimination policy. The Company provides equal employment opportunities, without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, sex, sexual orientation. The Company will offer employment to people who are sound of body and mind subject to applicable regulations, qualifications and merit of the individual.

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	Not Available		Not Available	
Total				



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	<p>The Company has implemented a Grievance Policy to provide employees with a platform to address concerns arising from their employment. This policy ensures that grievances are promptly and fairly addressed by a Grievance Committee in accordance with the Organization's policies. It covers employee grievances related to the behavior, actions, or inaction of supervisors, fellow employees, or management.</p> <p>According to the grievance redress system outlined in the policy, the initial step in resolving any issue is open communication. Employees are encouraged to attempt informal resolution of their concerns with their immediate supervisors first. If informal dialogue fails to resolve the matter and the employee deems it to be at the grievance level, they may proceed to file a formal grievance as outlined in the policy to seek a fair resolution.</p> <p>The Procedure For Informal Grievance Redressal Policy is available at - <a href="https://hbl.in/reports/HBL-Policies.pdf">https://hbl.in/reports/HBL-Policies.pdf</a></p>
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
- Male						
- Female						
<b>Total Permanent Workers</b>						
- Male						
- Female						

No such associations/unions are recognized.

8. Details of training given to employees and workers:

Category	FY 2024					FY 2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1764	901	51.07%	848	48.07%	1612	687	42.61%	692	42.92%
Female	111	63	56.75%	63	56.75%	97	52	53.60	57	58.76%
<b>Total</b>	<b>1875</b>	<b>964</b>	<b>51.45%</b>	<b>911</b>	<b>48.58%</b>	<b>1709</b>	<b>739</b>	<b>43.24%</b>	<b>749</b>	<b>43.82%</b>
<b>Workers</b>										
Male	3789	2877	75.93%	1375	47.79%	3756	1446	38.49%	1639	43.63%
Female	1038	696	67.05%	232	22.35%	854	241	28.22%	216	25.29%
<b>Total</b>	<b>4827</b>	<b>3573</b>	<b>74.02%</b>	<b>1607</b>	<b>33.29%</b>	<b>4610</b>	<b>1687</b>	<b>36.59%</b>	<b>1855</b>	<b>40.23%</b>





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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1764	1452	82.31%	1612	1429	88.64%
Female	111	84	75.67%	97	73	75.25%
<b>Total</b>	<b>1875</b>	<b>1536</b>	<b>81.92%</b>	<b>1709</b>	<b>1502</b>	<b>87.88%</b>
<b>Workers</b>						
Male	3789	3615	95.40%	3756	2359	62.80%
Female	1038	885	85.26%	854	554	64.87%
<b>Total</b>	<b>4827</b>	<b>4500</b>	<b>93.22%</b>	<b>4610</b>	<b>2913</b>	<b>63.18%</b>

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, the company have successfully implemented ISO 45001:2018 (Occupational Health and Safety Management System) across all our plants, encompassing employees and workers from all divisions. The company places paramount importance on safeguarding and enhancing the health and safety of its workforce. Workplace safety is integral to our sustainability strategy, forming the cornerstone of our commitment to employee well-being.

To ensure the safety of all personnel, HBL has established comprehensive and compliant protocols across its operations and support functions. This proactive approach has enhanced our ability to address regulatory compliance issues while simultaneously reducing the overall costs associated with incidents. By minimizing downtime and disruptions to operations, as well as reducing insurance premiums, we have effectively mitigated risks and optimized operational efficiency.

The company's adherence to international benchmarks, as recognized through ISO 45001 certification, underscores our commitment to excellence in occupational health and safety. This achievement not only enhances our reputation but also resonates positively with customers who prioritize social responsibility."

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

Our facilities maintain clear Standard Operating Procedure's (SOP's) and operational controls for safety. Non-routine activities require permits, and risks are identified and mitigated accordingly. An emergency plan is tested regularly, and employees receive ongoing training. Frequent mock drills are conducted to test the preparedness of various emergency controllers for effective handling of emergencies.

The Company has deployed Hazard Identification, Risk Assessment, and Risk Control (HIRARC) Process to identify work-related hazards and evaluate risks on both routine and non-routine occasions.

HBL has formulated, and consistently implementing a HIRARC Methodology tailored to its scale, nature, and dimensions to address its requirements concerning detail, intricacy, timing, cost, and access to reliable data. The frequency of HIRARC assessments is determined based on the Risk Rating (RR) and Residual Risk. The HIRARC methodology utilized at HBL employs a Numerical Evaluation Method.

The Identified Hazards undergo assessment by considering all parameters outlined in Standard ISO 45001 Clause 6.1.2.1 & 6.1.2.2.

HIRARC is conducted biannually as per the plan and for all routine and non-routine activities as they occur. The outcomes of all Routine and Non-Routine HIRARC are documented in the prescribed format OHSF / FOR/ 31/01.

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

A procedure is in place to inform workers of work-related hazards and prompt them to remove themselves from such risks through the implementation of risk mitigation action plans. Employees are required to report all incidents to their Immediate Supervisor. In the absence of the Supervisor, reports should be made to the Manager, Safety Officer, or Security. An Incident Report and Investigation Form must be completed and signed by the involved employee and their Manager.

In the event of witnessing an incident, immediate notification to Security is essential, either through the campus emergency line for emergencies or the non-emergency line for other incidents.



Corrective actions are promptly executed based on identified hazards/incidents, with their effectiveness being assessed through subsequent reviews.

A process is established for near-miss reporting, and all incidents are subject to review during Safety Committee meetings.

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

Yes, HBL is dedicated to fostering an environment where employees' well-being extends beyond their salaries. To this end, all employees are provided with a comprehensive range of health and wellness benefits. These benefits include medical insurance and accident coverage for both the employee and their immediate family, ensuring financial support in cases of accidents or serious illnesses. Additionally, HBL extends coverage to dependent parents, offers periodic health check-ups, facilitates wellness programs, and provides access to nutritious and subsidized food options.

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

Safety Incident/Number	Category*	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	14.07	18.62
Total recordable work-related injuries	Employees	2	1
	Workers	22	30
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

\*Including in the contract workforce

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

HBL holds its workforce in high regard, recognizing them as its most valuable asset, and places a paramount emphasis on their health and wellbeing. With a significant portion of our workforce stationed in manufacturing facilities, the Company has implemented comprehensive compliance measures across all touchpoints to uphold workplace safety and ensure a secure working environment. To this end, the following measures have been undertaken to guarantee a safe and healthy workspace:

**Safety Policy and Measures:** The Company has established a comprehensive safety policy encompassing various measures such as risk mitigation, competence assurance, and adherence to safety protocols when handling chemicals with respect to Material Safety Data Sheets (MSDS). Additionally, regular toolbox talks and strict compliance with Lock Out Tag Out (LOTO) procedures are emphasized.

A robust **Hazard Identification, Risk Assessment, and Risk Control (HIRARC)** communication system/policy is in place, along with insurance systems, provisions for first aid, and thorough employee training programs. Safety audits/inspection systems, effective contractor control and risk assessments further contribute to safety measures.

**Compliance with Health and Safety Standards:** The Company ensures compliance with all statutory preventive healthcare and occupational health and safety requirements. Proactive hazard identification and determination of controls are central to maintaining a safe working environment. Risks and opportunities relevant to the Occupational Health and Safety (OH&S) management system's intended outcomes are identified and addressed.

**Employee Training and Safety Orientation:** The Company places significant emphasis on providing comprehensive safety training during employee induction, covering various topics such as hazardous material handling, confined space entry, and emergency response procedures. Refresher training, mock drills, and on-site emergency training are conducted to prepare employees to handle contingent or urgent situations effectively. On-the-job training inclusive of safety topics further reinforces safety awareness among employees.

**Formation of Safety Committee:** A dedicated Safety Committee collaborates with management to achieve objectives outlined in the Health, Safety, and Environment (HSE) Policy. This committee addresses health, safety, and environmental concerns, offering practical solutions, promoting safety awareness among workers, and organizing educational, training, and promotional activities to cultivate a safety-oriented culture within the organization.



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

	FY 2024			FY 2023		
	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	NA		Nil	NA
Health & Safety		Nil	NA		Nil	NA

14. Assessment of the Year

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% of our plants are assessed by Statutory bodies, external customer audits, certification agencies and regulatory authorities
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.

Corrective actions have been implemented to address significant risks and concerns through Operational Control Procedures and Guidelines.

The following corrective actions have been taken based on non-conformities raised by the Assessment Body:

1. Identification of hazards and risk assessment for both routine and non-routine activities have been incorporated into the Internal Audit Checklist.
2. Training has been provided to the Thermal Business Division (TBD) on the identification of hazards and conducting risk assessments to ensure competency in this area.
3. Comprehensive training has been provided to all Nickel Cadmium Fiber Plate teams (NCFP) on emergency preparedness and response procedures and specific focus has been given on how to display emergency exit boards effectively to ensure readiness in case of emergencies.

**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

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

The Company places significant emphasis on ensuring that statutory dues applicable are duly deducted and deposited by its value chain partners. These obligations are clearly outlined in the HBL Supplier Code of Conduct, which serves as a guiding framework for all partners within the supply chain. Adherence to this code is mandatory for all supply chain partners, as it underscores the Company's commitment to upholding business responsibility principles, as well as ideals of transparency and accountability.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees			Nil	
Workers			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, HBL, offers forward-thinking opportunities and fosters an environment conducive to personal growth and shaping the future. Employees who are terminated by the Company prior to their customary retirement date are entitled to termination benefits.



5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	0%
Working Conditions	0%

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.

Not Applicable

## 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.

The identification of key stakeholders at HBL Power Systems is based on their substantial impact on the Company, as well as how their actions and outcomes materially affect them. Typical stakeholders for HBL Power Systems include customers, investors/ shareholders, Suppliers and business partners, Communities and non-governmental organizations, employees and workers.

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), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Meetings, workshops, e-mails &amp; reports, online portals, employee surveys, Idea management.</li> <li>One-on-one interactions</li> <li>Employee involvement in CSR activities.</li> </ul>	Periodically  Half-Yearly  Quarterly	<ul style="list-style-type: none"> <li>Inform about important advances in the Company.</li> <li>Help the employees expand their knowledge.</li> <li>Getting employee feedback and resolving their issues.</li> </ul>
Investors	No	<ul style="list-style-type: none"> <li>Annual report, sustainability report, press releases</li> <li>Corporate website Quarterly &amp; Annual results</li> </ul>	Annually  Annually Periodically Quarterly	Investors prefer to invest in the organizations that are socially and environmentally responsible.
Customers	No	<ul style="list-style-type: none"> <li>Interviews, personal visits, publications, mass media &amp; digital communications, plant visits.</li> <li>Support programmes, social media,</li> <li>Conferences and events</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Adherence to companies' policy on ethical business conduct.</li> <li>Safe Handling of Products.</li> <li>Safe Disposal of used products.</li> <li>Update on improved and efficient products Compliances with laws and regulations</li> </ul>
Suppliers & service providers	No	<ul style="list-style-type: none"> <li>Supplier &amp; vendor meets</li> <li>Workshops &amp; trainings</li> <li>Policies</li> <li>Supplier risk assessments</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Supply of material &amp; services.</li> <li>Adherence to companies' policy on ethical business conduct.</li> <li>Compliance on Conflict free mineral procurements.</li> <li>Safety requirements.</li> <li>Compliances with laws and regulations</li> </ul>



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Business Partners	No	<ul style="list-style-type: none"> <li>Dialogue with Dealers (channel sales) and coordinating units of importers</li> </ul>	Periodically	Provide service to present customers while increasing the potential for future growth.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Official communication channels</li> <li>Regulatory audits/ inspections</li> <li>Environmental compliance</li> <li>Policy intervention Good governance</li> </ul>	Monthly Annually Annually Periodically Annually	They help and guide in terms of connecting with Govt. Schemes in the same area for increased effectiveness.
Communities	Please refer to the following link for information about the Company's community work: <a href="https://hbl.in/Corporate-Social-Responsibility.html">https://hbl.in/Corporate-Social-Responsibility.html</a>			

### Leadership Indicators

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

HBL is currently in the process of establishing an Environmental, Social, and Governance (ESG) Committee at the Board level. This committee will be tasked with keeping the Board informed about various developments related to ESG and seeking inputs from Directors. Through continuous stakeholder engagement and in-depth assessments conducted by the ESG committee, the organization aims to align its business practices with ESG principles. This strategic approach will enable HBL to better serve its stakeholders and fulfill its commitments to environmental sustainability, social responsibility, and sound governance practices.

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

Yes, HBL has consistently upheld a proactive and regular engagement with the Company's key stakeholders, facilitating effective collaboration on its Environmental, Social, and Governance (ESG) strategies while ensuring transparency in outcomes. In compliance with prevailing regulations and in response to stakeholder interactions, the Company conducts periodic evaluations to review and update policies as necessary, demonstrating its commitment to adaptability and responsiveness in addressing evolving sustainability needs and expectations.

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

Several initiatives have been taken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders through our CSR initiatives. Please refer to the following link for information about the Company's community work:

<https://hbl.in/Corporate-Social-Responsibility.html>



## 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 2024			FY 2023		
	Total (A)	No of employees/ workers covered (B)	% (B/A)	Total (A)	No of employees/ workers covered (B)	% (B/A)
<b>Employees</b>						
Permanent	1875	729	38.88%			
Other than permanent	-	-	-	1709	476	27.85%
<b>Total employees</b>	<b>1875</b>	<b>729</b>	<b>38.88%</b>			
<b>Workers</b>						
Permanent	-	-	-			
Other than permanent	4827	877	18.16%		Not Available	
<b>Total Workers</b>	<b>4827</b>	<b>877</b>	<b>18.16%</b>			

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

Category	FY 2024					FY 2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1764	-	-	1764	100%	1612	-	-	1612	100%
Female	111	-	-	111	100%	97	-	-	97	100%
<b>Other than Permanent</b>										
Male										
Female										Not Available
<b>Workers</b>										
<b>Permanent</b>										
Male										
Female										Not Available
<b>Other than Permanent</b>										
Male	3789	3789	100%	-	-	3756	3756	100%	-	-
Female	1038	1038	100%	-	-	854	854	100%	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	2008.98 (Lakhs)#	1*	12.86 (Lakhs)*
Board of Directors (BoD) Non-Executive	4	The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant	3	The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant
Key Managerial Personnel	2	59.52 (Lakhs)#	-	-
Employees other than BoD and KMP	1764	3.92(lakhs)#	111	3.45(lakhs)#
Workers	3547	1.92 (Lakhs)#	1033	1.86(lakhs)#

\*Remuneration is computed upto August 2023

#Remuneration is annualized to compute the median value.



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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	4.40%	4.90%

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)

Employees are encouraged to address their complaints or grievances directly to the Human Resource department. In cases where issues are reported, an internal committee may be formed or delegated to conduct an investigation. This committee holds the responsibility of evaluating the reported issues, ensuring their timely addressal and rectification. Furthermore, in collaboration with Senior Management, the internal Committee recommends a suitable resolution for the reported concerns.

It is ensured that no retaliation or reprisal will be taken against any employee or associate who raises concerns in accordance with the grievance policy.

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

HBL recognizes the significant role that businesses play in safeguarding human rights over the long term, and the Company is committed to upholding the human rights of its employees, communities, contractors, and suppliers.

The following are the mechanisms to redress grievances related to human rights issues:

**Grievance Redressal Policy:** The Company has a grievance Redressal policy to improve harmonious work culture and cohesiveness among its Group employees through mutual trust, by prompt redressal of grievances that fosters performance growth of an employee as well as organization.

**Prevention of Sexual Harassment Policy (POSH):** An Internal Complaints Committee (ICC) has been constituted by the Management to consider and redress complaints of Sexual Harassment.

**Whistleblower Policy:** HBL has an effective whistleblower mechanism enabling employees to communicate their concerns about illegal or unethical practices freely.

The mechanism for addressing grievances follows the outlined instructions:

- Employees and affiliates are encouraged to address their complaints or grievances directly to the Human Resource department.
- A dedicated internal committee is formed to investigate reported violations of human rights. This committee meticulously evaluates the reported violations and ensures their prompt resolution. Additionally, in consultation with HR Department, the committee recommends suitable remedies to address the grievances effectively.

The Company guarantees that no reprisal or retaliatory action will be taken against any employee or affiliate for raising concerns under the above policies.

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

	FY 2024			FY 2023		
	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						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour	No complaints are registered under this FY			No complaints are registered under this FY		
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	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No Complaints registered for this FY 2024 and FY 2023	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

In handling complaints as part of the grievance redressal mechanism, every effort is made to conduct inquiries in a peaceful manner to avoid creating stressful conditions. An Internal Complaints Committee has been constituted by the Management to consider and redress grievances, which takes independent decisions and actions. The entire process is carried out with utmost confidentiality. The Company has established a grievance mechanism where all involved personnel are obligated to maintain strict confidentiality at all times. They are required to keep all paperwork and information exchanged during the process confidential.

Furthermore, the Company strictly prohibits any form of harsh or offensive behavior from anyone participating in or conducting grievance proceedings. Such behavior is considered misconduct under the Organization’s disciplinary policies, and stringent actions will be taken against individuals engaged in such unethical conduct.

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

Yes, human rights requirements are integral components of the HBL Supplier Code of Conduct. Suppliers are encouraged to uphold internationally recognized human rights standards and strive to implement them in all their business activities within their sphere of influence. The use of forced or compulsory labor is strictly prohibited.

To be considered as part of the Company’s value chain, suppliers must adhere to the following human rights requirements:

**Child Labor:** Suppliers must refrain from employing children in violation of conventions 138 and 182 of the International Labor Organization and Indian labor laws.

**Wages and Hours:** Suppliers are expected to maintain a fair and competitive remuneration policy.

**Equal Opportunities/Anti-Discrimination:** Suppliers are required to avoid discrimination based on race, ethnic background, age, religion, gender, sexual orientation, or disability.

The Company’s Supplier Code of Conduct can be accessed via the following link:

<https://hbl.in/External-Provider-Code-of-Conduct-HBLR2.pdf>

**10. Assessments for the year:**

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

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

All plants and offices of the Company have been assessed and found to have no negative impacts on the criteria outlined above. Consequently, no corrective actions were deemed necessary.





### Leadership Indicators

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

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

Human rights due diligence is currently incorporated into other audits being conducted. However, exclusive human rights due diligence has not yet been undertaken. Plans are in place to address this aspect in the coming years. This proactive approach demonstrates the Company's commitment to thoroughly assessing and addressing human rights considerations within its operations.

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?

Yes

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	Currently, HBL does not possess a formal assessment mechanism dedicated to monitoring the human rights compliance, policies, and practices of its value chain partners. Nevertheless, HBL's Code of Ethics & Conduct extends to all business partners, mandating their adherence to socio-environmental regulations within the respective operational geographies. While there isn't a specific monitoring mechanism in place, the Code of Ethics & Conduct serves as a guiding framework to ensure that partners align with the Company's commitment to upholding human rights and environmental standards.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
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.

Applicable

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

1. Details of total energy consumption (TJ) and energy intensity, in the following format:

Parameter	FY 2024	FY 2023
<b>From renewable sources</b>		
Total electricity consumption (A)	0.08	0.05
Total fuel consumption (B)	26.15	30.29
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>26.23</b>	<b>30.34</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	208.03	163.49
Total fuel consumption (E)	77.42	68.33
Energy consumption through other sources (F)	2.98	2.61
<b>Total energy consumed from nonrenewable sources (D+E+F)</b>	<b>288.437</b>	<b>234.43</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>314.66</b>	<b>264.77</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption (TJ)/Turnover in Lakhs)	0.001	0.001
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.02	0.03
Energy intensity in terms of physical output	Common physical output is not feasible as the company has diversified product portfolio.	
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

\*Purchase Power Parity (PPP) data source : <https://data.worldbank.org/indicator/PA.NUS.PPP?skipRedirection=true&view=map>



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

However, in line with our commitment to enhanced energy management and environmental responsibility, we have set our sights on obtaining ISO 50001:2018 certification in the near future. This strategic initiative aims to bolster our control over energy-related aspects and lead initiatives to effectively reduce carbon emissions.

Additionally, as part of our dedication to continuous improvement, management has directed all manufacturing units to undergo comprehensive energy audits conducted by reputable third-party agencies. These audits will play a pivotal role in identifying areas of excellence and opportunities for optimizing energy performance of equipment and facilities across the organization.

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

Not Applicable

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

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	22000	20000
(ii) Groundwater	218227	185929
(iii) Third party water	16287	15187
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	256514	221116
<b>Total volume of water consumption (in kiloliters)</b>	247226	204458
<b>Water intensity per rupee of turnover</b> (Total water consumption in KL / Turnover in Lakhs)	1.11	1.51
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total water consumption / Revenue from operations adjusted for PPP)	22.63	30.62
<b>Water intensity in terms of physical output</b>	Common physical output is not feasible as the company has diversified product portfolio	
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

\*Purchase Power Parity (PPP) data source : <https://data.worldbank.org/indicator/PA.NUS.PPP?skipRedirection=true&view=map>

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:

Parameter	FY 2024	FY 2023
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	9288	16658
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0



Parameter	FY 2024	FY 2023
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>9288</b>	<b>16658</b>

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

No

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

HBL has undertaken substantial measures to enforce sustainable water management practices throughout its manufacturing plants. All plants adhere to zero liquid discharge (ZLD) regulations and are equipped with effluent treatment plant (ETP) and sewage treatment plant (STP) facilities. Wastewater generated during manufacturing processes undergoes thorough treatment and recycling, fostering water conservation efforts within the organization.

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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	mg/nm3	38080	40593
SOx	mg/nm3	31157	34806
Particulate matter (PM)	mg/nm3	18144	19376
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

Parameter	Unit	FY 2024	FY 2023
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	9893.83	9961.93
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	46808.32	36785.56
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions (MT) / Turnover in Lakhs)	Metric tonnes of CO2 Equivalent	0.21	0.27



Parameter	Unit	FY 2024	FY 2023
<b>for Purchasing Power Parity (PPP)*</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		4.28	5.51
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Common physical output is not feasible as the company has diversified product portfolio		
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	-	-	-

\*Purchase Power Parity (PPP) data source : <https://data.worldbank.org/indicator/PA.NUS.PPP?skipRedirection=true&view=map>

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.

The company maintains a robust emphasis on leveraging renewable energy sources, such as solar power, and transitioning to biomass-based boilers. Furthermore, there's a concerted effort towards enhancing energy efficiency in manufacturing processes by embracing advanced technologies and optimizing equipment efficiencies. Additionally, the company actively supports research and development endeavors aimed at fostering the creation of new technologies and processes geared towards reducing greenhouse gas emissions.

Moreover, all manufacturing units surpass the defined norms for greenery coverage, which plays a pivotal role in sequestering greenhouse gas emissions, consequently diminishing the overall greenhouse gas burden in the atmosphere. This multi-faceted approach underscores the company's commitment to sustainability and environmental stewardship.

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

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	186	160.45
E-waste (B)	4.29	6.78
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	2704	3041
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2077	2170.11
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	232	50.15
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4203</b>	<b>5428.97</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated (MT) / Turnover in Lakhs)	<b>0.01</b>	<b>0.04</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.38</b>	<b>0.81</b>
<b>Waste intensity in terms of physical output</b>	Common physical output is not feasible as the company has diversified product portfolio.	
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	343.38	323.15
(ii) Re-used	1507.20	1661.69
(iii) Other recovery operations	0	0
<b>Total</b>	<b>1850.58</b>	<b>1984.84</b>



Parameter	FY 2024	FY 2023
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	235.90	376.07
(iii) Other disposal operations	1483.03	1208.25
<b>Total</b>	<b>1718.93</b>	<b>1584.32</b>

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

No

\*Purchase Power Parity (PPP) source : <https://data.worldbank.org/indicator/PA.NUS.PPP?skipRedirection=true&view=map>

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.

HBL has implemented a systematic approach to waste management, which involves categorizing waste into hazardous and non-hazardous types and further classifying them into specific categories. The Company ensures proper disposal methods for each type of waste, adhering strictly to guidelines provided by Pollution Control Boards and regulatory bodies.

HBL implemented **Focused Improvement Projects (FIPs)** to reduce waste generation at its source, while also maintaining a centralized scrapyards at manufacturing locations to facilitate proper segregation and disposal of waste. A dedicated team oversees scrap management and conducts awareness training sessions for employees.

Moreover, HBL has developed comprehensive waste management SOPs to guide the process effectively. The Company prioritizes employee awareness through virtual and classroom training sessions, educating them on waste generation, disposal methods, and the impact on health, safety, and the environment. Additionally, the Company accounts for wastes sold to third parties.

These initiatives underscore HBL's unwavering commitment to responsible waste management and environmental sustainability. It's noteworthy that all manufacturing locations of the company are ISO certified, further attesting to its dedication to maintaining high standards in waste management practices.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Available				



## Leadership Indicators

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

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

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

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

HBL manufacturing units are not categorized under water stress areas.

HBL manufacturing units are not categorized under water stress areas.

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

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

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			Not Available
<b>Total Scope 3 emission intensity (optional)</b> – 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

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Improvement of Air quality	Alkaline/ acidic fumes scrubbed effectively improving the air quality	Air quality improved
2	Improvement of ground level water	Ground water level improved through usage of rainwater harvesting and reduced dependency on third party sources of water.	Ground water level increased

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

The Company acknowledges the critical importance of a Business Continuity Plan (BCP) to ensure seamless business operations, especially during challenging times such as pandemics. Each operating unit within the organization has formulated an emergency plan, outlining specific actions to be taken in the event of a major accident or disaster occurring within the factory premises. These plans address potential risks, including major accidents that could impact the facility based on its geographic location.

Regular mock drills and training sessions related to emergency preparedness are conducted to ensure preparedness for addressing any unforeseen circumstances that may disrupt business operations. In the event of an emergency, thorough investigation is conducted, and appropriate measures are promptly initiated to contain the incident and prevent its recurrence in the future, whenever feasible. This proactive approach underscores the Company's commitment to ensuring the safety of its employees and the continuity of its business operations even during challenging situations.

- 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.

While the company has not conducted a formal evaluation of the environmental impacts in its value chain, there have been no instances that lead us to conclude that adverse impacts on the environment have occurred due to our value chain activities. This suggests that our current operations have not resulted in significant environmental harm.

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

Currently, HBL does not possess a formal assessment mechanism dedicated to monitoring the environmental impact of value chain partners' activities. Nevertheless, HBL's Code of Ethics & Conduct extends to all business partners, mandating their adherence to socio-environmental regulations within the respective operational geographies. While there isn't a specific monitoring mechanism in place, the Code of Ethics & Conduct serves as a guiding framework to ensure that partners align with the Company's commitment to upholding environmental standards. This approach underscores our dedication to responsible environmental practices and sustainability across our value chain.



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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Federation of Telangana Chamber of Commerce Industry [FTCCI]	State
2	Engineering Export Promotion Council [EEPC INDIA]	National
3	Indian Battery Manufacturers Association [IBMA]	National

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

Name of authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behavior involving the Company during the reporting period (2023-24)		

### Leadership Indicators

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

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

## 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
HBL has not conducted a Social Impact Assessment of its projects currently, as it is not mandatory under the CSR regulations. However, HBL intends to undertake this assessment as and when it becomes applicable. This proactive approach reflects our commitment to responsible corporate citizenship and ensuring that our projects positively contribute to the social well-being of communities.					

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

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

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

The Company has an internal Grievance Policy. The Community members can approach the CSR team of the unit, who shall document the grievance and collect the written complaint, which shall be addressed by the Plant Head in consultation with the Corporate Office.





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

	FY 2024	FY 2023
Directly sourced from producers MSMEs/ small	39.94%	40.48%
Directly from within India	85.98%	9.69%*

\* Sourced directly from within the district and neighboring districts

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers 85employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024	FY 2023
Rural	58.90%	58.20%
Semi-urban	-	-
Urban	10.80%	10.10%
Metropolitan	30.30%	31.70%

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

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable, HBL has not conducted a Social Impact Assessment of its projects currently	

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

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

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

(b) From which marginalized /vulnerable groups do you procure? - Not Applicable

(c) What percentage of total procurement (by value) does it constitute? - Not Applicable

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

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

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradication of Malnutrition and Hunger	2180 Anganwadi children	90%
2	Promotion of Children Education		90%



## PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

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

Customer response and satisfaction are paramount for HBL. The Company actively engages with its customers across various platforms to comprehend their expectations and feedback. Through direct interactions or by utilizing customer portals, HBL collects customer feedback on a monthly basis, compiling a comprehensive "Voice of Customer" report to identify areas of concern.

Based on the insights gathered from this report, HBL devises and implements corrective measures to address customer concerns effectively. Customer satisfaction trends are meticulously compiled, monitored, and reviewed by top management at defined intervals. These reviews serve as a basis for obtaining directives for continuous improvement, ensuring that HBL remains responsive to the evolving needs and preferences of its customers. This customer-centric approach underscores HBL's commitment to delivering exceptional service and fostering long-term customer relationships.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

- Number of consumer complaints in respect of the following:

Aspects	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Aspects	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

- 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.

HBL has in place appropriate data security and cyber risk prevention measures. The same is currently undergoing review for its adequacy and reliability. An Information Security Policy is being designed that will provide support, management direction and document how Information Security is managed throughout HBL

- 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

- Provide the following information relating to data breaches:

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



### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
HBL's website has information about all of the products it offers. Please refer to weblink <http://cs.hbl.in/nologinsmsourservices.asp> for more details.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
HBL harnesses our extensive engineering expertise to deliver highly resilient and compliant products that meet the efficiency expectations of our customers.  
To ensure the safe usage of HBL products, we provide comprehensive precautions along with the products, in compliance with necessary regulations. The battery labels provide necessary information about safe and responsible usage of batteries, Indications regarding the same are provided on carton boxes, and warranty cards/user manual. Furthermore, additional details on the safe handling of our products are available through the weblink - <http://cs.hbl.in/docs/batteries/lead/dosdonts.pdf> <http://cs.hbl.in/docs/batteries/lead/InC-Instrucs.pdf>.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
HBL maintains regular communication with customers through diverse channels, including emails, weblinks, customer care numbers, and channel sales dealers. In the event of any risk of disruption or discontinuation of essential services related to the company's products, these channels are actively utilized to disseminate relevant information.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)  
If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
No