

Annexure -4

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- 1) Corporate Identity Number (CIN) of the Listed Entity - L32202KA1950GOI000640
- 2) Name of the Listed Entity - ITI Limited
- 3) Year of incorporation - 1950
- 4) Registered office address - ITI Bhavan, Dooravani Nagar, Bengaluru – 560016
- 5) Corporate address - ITI Bhavan, Dooravani Nagar, Bengaluru – 560016
- 6) E-mail - cosecy_crp@itilttd.co.in
- 7) Telephone - +91 (080) 2561 4466
- 8) Website - <https://www.itilttd.in>
- 9) Financial year for which reporting is being done - 2024-25
- 10) Name of the Stock Exchange(s) where shares are listed - BSE Limited & NSE Limited
- 11) Paid-up Capital - Rs. 10,19,88,69,380/-
- 12) Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report - **Y Sathyan**,
Company Secretary,
Tel No.: +91 (080) 2561 7486,
Email: cosecy_crp@itilttd.co.in
- 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) - Standalone Basis
- 14) Name of assurance provider - NA
- 15) Type of assurance obtained - NA

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 | Manufacture of Telecom and its allied products | 3.32% |
| 2. | Services | Repair and Maintenance of Telecom & its allied Product, Back to Back Businesses | 28.21% |
| 3. | Projects | Implementation of Turnkey Projects & Other telecommunications activities | 68.47% |

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. | Manufacture of Telephone; Other communication equipments; Fibre optic cables, etc. | 26201; 26302; 26309; 27310; 35105; 26205; 26209 | 3.32% |
| 2. | Repair and maintenance of communication equipment; Telecom network, Back to Back Businesses | 95120; 95111; 63112; 63119; 74901; 42202; 26516; 43213 | 28.21% |
| 3. | Turnkey Projects & Other telecommunications activities | 61102; 61209; 61900 | 68.47% |

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 | Manufacturing Plants-06 | Network System Unit-01 ; Corporate Office: 01; MSP-12 | 20 |
| International | Nil | Not Applicable | Not Applicable |



19) Markets served by the entity:

a) Number of locations

| Locations | Number |
|----------------------------------|-----------|
| National (No. of States) | PAN India |
| International (No. of Countries) | Nil |

b) What is the contribution of exports as a percentage of the total turnover of the entity? - Nil

c) A brief on types of customers

The following are the Customers of ITI for supply of various Products, Services and Turnkey (one where a single contractor is responsible for the entire projects from initial design and procurement to the final constructions) Projects:

- Army, Navy, Indian Air Force, and Ministry of Home Affairs
- PSU like BSNL (Bharat Sanchar Nigam Limited), MTNL (Mahanagar Telephone Nigam Limited), BBNL (Bharat Broadband Network), EESL (Energy Efficiency Services Limited), C-DoT (Centre for Development of Telematics), BEL (Bharat Electronics), NTPC (National Thermal Power Corporation), and USOF (Universal Service Obligation Fund)
- Central Government and State Government organizations like OPTCL (Odisha Power Transmission Corporation Limited), TANFINET (Tamil Nadu FibreNet Corporation Limited), MITCL (Maharashtra Information Technology Corporation Ltd), JCNL (Jharkhand Communication Network Limited), GFGNL (Gujarat Fibre Grid Network Limited), KSEDC (Karnataka State Educational Development Council), KITE (Kerala Infrastructure and Technology for Education), UREDA (Uttarakhand Renewable Energy Development Agency), BREDA (Bihar Renewable Energy Development Agency), UPNEDA (Uttar Pradesh New & Renewable Energy Development Agency)
- Department of Post, DoS (Department of Space), DoAE (Department of Atomic Energy), Railways, ISRO (Indian Space research organization), CMPDIL (Central Mine Planning & Design Institute Limited), CIL (Coal India limited)
- Private customers like Banks, Schools, Universities, Hospitals, TCS, Tejas Networks, RIIL (Rural Infratel International Limited), Aksentt, Keltron, Vodafone, and Airtel.

IV. Employees

20) Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

| Sl. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-------------|------------|---------------|------------|---------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 632 | 483 | 76.42% | 149 | 23.58% |
| 2. | Other than Permanent (E) | 385 | 284 | 73.77% | 101 | 26.23% |
| 3. | Total employees (D + E) | 1017 | 767 | 75.42% | 250 | 24.58% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 125 | 118 | 94.40% | 7 | 5.60% |
| 5. | Other than Permanent (G) | 226 | 161 | 71.24% | 65 | 28.76% |
| 6. | Total workers (F + G) | 351 | 279 | 79.49% | 72 | 20.51% |

b) Differently abled Employees and workers:

| S. No | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|----------|---------------|----------|----------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 6 | 4 | 66.67% | 2 | 20.00% |
| 2. | Other than Permanent (E) | 4 | 4 | 100.00% | 0 | 0.00% |
| 3. | Total differently abled employees (D + E) | 10 | 8 | 80.00% | 2 | 20.00% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5. | Other than permanent (G) | 1 | 0 | 0.00% | 1 | 100.00% |
| 6. | Total differently abled workers (F + G) | 1 | 0 | 0.00% | 1 | 100.00% |

21) Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 7 | 1 | 14.28% |
| Key Management Personnel | 5 | 1 | 20.00% |

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

| | FY 2024-25 (Turnover rate in current FY) | | | FY 2023-24 (Turnover rate in previous FY) | | | FY 2022-23 (Turnover rate in the year prior to the previous FY) | | |
|----------------------------|---|--------|-------|--|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 151 | 23 | 174 | 643 | 174 | 817 | 299 | 27 | 326 |
| Permanent Workers | 43 | 3 | 46 | 169 | 10 | 179 | 46 | 6 | 52 |

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) |
|--------|---|--|-----------------------------------|--|
| | India Satcom Limited | Joint Venture | 49.06% | No |

VI CSR Details

24) (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No): Yes***

(ii) Net Turnover (in Rs.): **4323 Cr** (including GST)

(iii) Net worth (in Rs.): **1571 Cr**

* The Company was not required to spend any amount towards CSR activities during the above financial year, as the average net profit (without Grant) during the immediately 3 preceding financial years is negative. However, the Company had spent 2.00 Lakhs towards CSR activities for noble cause as the Armed Forces Flag Day Fund (AFFDF) was instituted for the welfare of the veterans, widows and their dependents.



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) <i>(If Yes, then provide web-link for grievance redress policy)</i> | FY 2024-25 Current Financial Year | | | FY 2023-24 Previous Financial Year | | |
|---|--|--|--|---|--|--|----------------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes ¹ | 132 | 07 | 07 Grievance closed during current FY 2025-26 | 65 | Nil | Nil |
| Investors (other than shareholders) | 0 | 0 | 0 | Not Applicable | 0 | 0 | Not Applicable |
| Shareholders | 0 | 0 | 0 | Not Applicable | 0 | 0 | Not Applicable |
| Employees and workers | Yes ² | 02 | 02 | 01 grievance closed during FY25-26 | 05 | 01 | Nil |
| Customers | Yes | Nil | Nil | Nil | Nil | Nil | Nil |
| Value Chain Partners | Yes | Nil | Nil | Nil | Nil | Nil | Nil |
| Other (please specify) | - | - | - | - | - | - | - |

1. Centralized Public Grievance Redress and Monitoring System (CPGRAMS) under Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms & Public Grievances <https://pgportal.gov.in/>.
2. Grievance Resolution Scheme for Officers: http://10.1.1.4/corp_hr/Docs/Grievance.Officers.pdf & Redressal of Employee Grievances (Policy Circular): http://10.1.1.4/corp_hr/Circular/630%20-%20Corporate%20HR%20Policy%20Circular%20No.630%20-%20Redressal%20of%20Employee%20Grievances.pdf

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 issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--|---|--|--|
| 1. | Environmental Footprint - Water management | Risk | Water shortages can disrupt Company's operations and disrupt its business. Company is manufacturing HDPE and OFC cables which requires huge amount of water consumption | Employee education on saving water, more efficient use of water in campuses. Rain water harvesting, recycling of waste water | Negative |
| 2. | Energy Management | Opportunity | Company has installed Solar Power Plant in all the manufacturing Units for total capacity of 5.66 MW which will enable saving by approx. 20%. Also Company has supplied more than 83000 Nos of solar panels to GPoN Project, BBNL, Patanjali, UPNEDA and various other customers; 15000 nos of solar street lights to UP Govt. Currently Company is executing BREDA project in the state of Bihar for supply of around 2,00,000 nos Solar street lights | Nil | Positive |



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | | | | | | | | | |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|--|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | - | Yes | Yes | | | | | | | | | |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | - | Yes | Yes | | | | | | | | | |
| c. Web Link of the Policies, if available | https://itilttd.in/investors.php?lan=en#codesandpolicies | | | | | | | | | | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | - | Yes | Yes | | | | | | | | | |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | No | Yes | Yes | Yes | Yes | - | Yes | Yes | | | | | | | | | |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | The Company follows SEBI Regulations and DPE Guidelines on Corporate Governance and CVC Guidelines for ensuring ethical, transparent and accountable business conduct among others. Certifications: ISO 14001-2015; BIS | | | | | | | | | | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | - | | | | | | | | | | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | - | | | | | | | | | | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>). One of the Five Values of the Company is "Integrating environmental and social principles into our business to benefit all stakeholders." Our company has also coordinated our sustainability efforts along the value chain, plant operations and product development. The Company regularly takes steps to create awareness on ESG principles by conducting various programs and initiatives. | | | | | | | | | | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Shri Rajesh Rai Chairman and Managing Director DIN: 10052045 | | | | | | | | | | | | | | | | | |
| 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. | Yes , Shri Rajesh Rai, Chairman and Managing Director is responsible for decision making on sustainability related issue | | | | | | | | | | | | | | | | | |
| 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 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action | All the policies of the Company are reviewed periodically or on a need basis by department heads /respective committees and placed before the Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented. | | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Complied except with respect to composition of the Board of Directors under SEBI (LODR) Regulations, due to non-appointment of Independent Directors. Since, the Company is a CPSE, the appointment of directors has to be made by the concerned Administrative Ministry. Hence, the matter has been referred to the Ministry of Communications (MoC) for filling up the post and the same is pending with MoC/DPE. | | | | | | | | | As and when required | | | | | | | | |



| | | | | | | | | | |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| | The Company is subject to various audits such as Statutory Audit, C&AG Audit, Cost Audit, Secretarial Audit, Environmental Management System Audit, etc. These Audits ensure compliance to various internal and external policies. | | | | | | | | |

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of Directors | - | - | - |
| Key Managerial Personnel | - | - | - |
| Employees other than BoD and KMPs | 89 | AI Powered Defence, Internet of Things (IoT), Cyber Security, Essentials of Telecom Security Testing, Telecommunications Standardization Awareness Workshop, RTI Act, e-Governance, Government E-Marketplace (GeM) Procurement, Impact of GST in Telecom Sector, POSH Act, LTC Rules, Preventive Vigilance, Communication Skills, Best Practices in Supply Chain Management and Health awareness programmes etc. | 48.48% |
| Workers | | This multidisciplinary exposure has strengthened participants' ability to implement secure, efficient, and transparent systems in line with best practices. | 41.60% |

Note : Along with employees, workers also have attended most of the trainings, webinars and awareness programmes.

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

| Monetary | | | | | |
|-----------------|-----------------|---|-----------------|-------------------|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | NIL | | | | |
| Settlement | | | | | |
| Compounding Fee | | | | | |
| Non-Monetary | | | | | |
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | NIL | | | | |
| Punishment | | | | | |

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. **NIL**

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
| | |

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

The whistle Blower policy existing in the Company acts as an Anti – Corruption policy. Whistle blower policy aims to provide a channel to report genuine concerns about unethical behaviors actual or suspected fraud or violation codes of conduct or leak of price sensitive information

The web link for the policy is given below:

<https://www.itiltd.in/Vigilance/Corp%20HR%20Policy%20Circular%20No%20557%20dated%2003%2004%202021-revised.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: **NIL**

| | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|-----------|--|---|
| Directors | Nil | Nil |
| KMPs | | |
| Employees | | |
| Workers | | |

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

| | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|--|--|---|
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | 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.: **NIL**

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

| | FY 2024-25 (Current Financial Year) | FY 2023-24(Previous Financial Year) |
|-----------------------------------|-------------------------------------|-------------------------------------|
| Number of days of account payable | | |



9. Open-ness of business

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

| Parameter | Metrics | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|----------------------------|--|--|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | NIL | NIL |
| | b. Number of trading houses where purchases are made from | NIL | NIL |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | NA | NA |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | NA | NA |
| | b. Number of dealers / distributors to whom sales are made | NA | NA |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | NA | NA |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | NIL | NIL |
| | b. Sales (Sales to related parties / Total Sales) | NIL | NIL |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | NIL | NIL |
| | d. Investments (Investments in related parties / Total Investments made) | NIL | NIL |

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

| | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts |
|----------------|------------------------|-------------------------|--|
| R&D | NIL | NIL | No specific input with respect to products as ITI R&D products are used for secured communications and are developed and certified according to customer specifications. |
| Capex | Not tracked | Not tracked | NA |

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes
 - If yes, what percentage of inputs were sourced sustainably?
100%. ITI Limited is following the guidelines given by the Govt. of India for procurement of Goods & Services. The Company promotes GeM portal (Government e-Marketplace) in its procurements and also promotes sourcing from MSME vendors. Procurement is done with conditions in the tendering and ordering for sustainability compliance with various standards/ certifications like ISO/ BIS/ CACT/ ROHS etc., These certifications play a crucial role in promoting sustainable practices, including sustainable sourcing.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
The Company does not recycle products because most products are used for strategic/national security applications. The Company has a structured mechanism to deliver waste from the manufacturing process of its products/ equipment through authorized recyclers approved by the Pollution Control Board. Paper and plastic are handed over to recyclers. In addition, manufacturing plants have water treatment for effective reuse of waste water from factory and township.
- 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.
Not Applicable.

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 (Officers) | Total (A) | % of Employees covered by | | | | | | | | | |
| | | Group Life Insurance | | Kalyankari Benefits | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 483 | 483 | 100% | 483 | 100% | - | - | - | - | - | - |
| Female | 149 | 149 | 100% | 149 | 100% | 149 | 100% | - | - | 149 | 100% |
| Total | 632 | 632 | 100% | 632 | 100% | 149 | 23.58% | - | - | 149 | 23.58% |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 284 | 284 | 100% | 284 | 100% | - | - | - | - | - | - |
| Female | 101 | 101 | 100% | 101 | 100% | 101 | 100% | - | - | 101 | 100% |
| Total | 385 | 385 | 100% | 385 | 100% | 101 | 26.23% | - | - | 101 | 26.23% |
| b. Details of measures for the well-being of workers: | | | | | | | | | | | |
| CATEGORY (Non Officers) | Total (A) | % of Workers covered by | | | | | | | | | |
| | | Group Life Insurance | | Kalyankari Benefits | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 118 | 118 | 100% | 118 | 100% | - | - | - | - | - | - |
| Female | 7 | 7 | 100% | 7 | 100% | 7 | 100% | - | - | 7 | 100% |
| Total | 125 | 125 | 100% | 125 | 100% | 7 | 5.6% | - | - | 7 | 5.6% |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 161 | 161 | 100% | 161 | 100% | - | - | - | - | - | - |
| Female | 65 | 65 | 100% | 65 | 100% | 65 | 100% | - | - | 65 | 100% |
| Total | 226 | 226 | 100% | 226 | 100% | 65 | 28.76% | - | - | 65 | 28.76% |

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

| Cost incurred on well-being measures as a % of total revenue of the company | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|---|-------------------------------------|--------------------------------------|
| | 0.24 % | 1.08 % |

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

| Category | FY 2024-25 (Current Financial Year) | | | FY 2023-24 (Previous Financial Year) | | |
|--------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Yes | 100% | 100% | Yes |
| Gratuity | 100% | 100% | N/A | 100% | 100% | N/A |
| ESI | NA | NA | N/A | NA | NA | N/A |
| Others (PL Encash) | 100% | 100% | N/A | 100% | 100% | N/A |



3) Accessibility of Workplaces

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

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.

Rights of the Persons with Disabilities are protected as per the applicable act.

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 | 100% | 100% | 100% | 100% |
| Total | 100% | 100% | 100% | 100% |

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 | As per Grievance redressal policy of the Company, all the employees can report to Grievance redressal committee existing in their respective Unit and they can submit their suggestions or complaints in suggestions box kept in the office premises. A Corporate Policy Circular concerning to the redressal of Grievances of Employees Unions / OA on every 2 nd and 4 th Friday of every month, and redressal of Grievances of Employees on every 1 st and 3 rd Friday of every month, has also been released. In regard to the POSH Act, all the female employees can report their complaints to Internal Complaints committee framed under Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY - 2024-25 (Current Financial Year) | | | FY - 2023-24 (Previous Financial Year) | | |
|----------------------------------|--|--|--------|--|--|--------|
| | Total Employees / workers in respective Category (A) | No. of Employees / workers in respective category, who are part of association(s) or Union (B) | %(B/A) | Total Employees / workers in respective Category (C) | No. of Employees / workers in respective category, who are part of association(s) or Union (D) | %(D/C) |
| Total Permanent employees | 632 | 632 | 100% | 817 | 817 | 100% |
| Male | 483 | 483 | 100% | 643 | 643 | 100% |
| Female | 149 | 149 | 100% | 174 | 174 | 100% |
| Total Permanent Workers | 125 | 125 | 100% | 179 | 179 | 100% |
| Male | 118 | 118 | 100% | 169 | 169 | 100% |
| Female | 7 | 7 | 100% | 10 | 10 | 100% |

Note: All the regular Non Officers and Officers can take the membership in ITI Employees Union and Officer Association respectively.

8) Details of training given to employees and workers:

| Category | FY 2024-25 (Current Financial Year) | | | | | FY 2023-24 (Previous Financial Year) | | | | |
|-----------------|-------------------------------------|-------------------------------|--------------|----------------------|--------------|--------------------------------------|-------------------------------|-------------|----------------------|--------------|
| | 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) | No. (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employee | | | | | | | | | | |
| Male | 767 | 68 | 8.87 | 306 | 39.90 | 941 | 84 | 8.93 | 279 | 29.65 |
| Female | 250 | 80 | 32.00 | 138 | 55.20 | 272 | 31 | 11.40 | 135 | 49.63 |
| Total | 1017 | 148 | 14.55 | 444 | 43.66 | 1213 | 115 | 9.48 | 414 | 34.13 |



| Workers | | | | | | | | | | |
|--------------|------------|-----------|--------------|------------|--------------|------------|-----------|-------------|-----------|--------------|
| Male | 279 | 27 | 9.68 | 64 | 22.94 | 365 | 16 | 4.38 | 31 | 8.49 |
| Female | 72 | 40 | 55.56 | 47 | 65.28 | 98 | 14 | 14.29 | 57 | 58.16 |
| Total | 351 | 67 | 19.09 | 111 | 31.62 | 463 | 30 | 6.48 | 88 | 19.01 |

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

| Particulars | FY 2024-25 (Current Financial Year) | | | FY 2023-24 (Previous Financial Year) | | |
|------------------|-------------------------------------|------------|----------------|--------------------------------------|-------------|----------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| EMPLOYEES | | | | | | |
| Male | 714 | 714 | 100.00% | 1011 | 1011 | 100.00% |
| Female | 227 | 227 | 100.00% | 286 | 286 | 100.00% |
| Total | 941 | 941 | 100.00% | 1297 | 1297 | 100.00% |
| WORKERS | | | | | | |
| Male | 162 | 162 | 100.00% | 393 | 393 | 100.00% |
| Female | 41 | 41 | 100.00% | 106 | 106 | 100.00% |
| Total | 203 | 203 | 100.00% | 499 | 499 | 100.00% |

10) Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
Yes. All the necessary safety protocols in accordance with extant rules have been incorporated to ensure optimum health and safety management of the employees.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? -
Regular inspections and monitoring are to ensure high safety management standards have been established.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) **Yes**
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) **Yes**

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

| Safety Incident/Number | Category* | FY - 2024-25 (Current Financial Year) | FY - 2023-24 (Previous Financial Year) |
|---|-----------|--|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked) | Employees | NIL | NIL |
| | Workers | | |
| Total recordable work-related injuries | Employees | | |
| | Workers | | |
| 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 work place.

- Work instructions & Safe Work Practices were made & readily available
- Time to time safety training programmes are conducted to create awareness on safety

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

| Category | FY - 2024-25 (Current Financial Year) | | | FY - 2023-24 (Previous Financial Year) | | |
|--------------------|---------------------------------------|---------------------------------------|---------|--|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | NIL | NIL | NA | NIL | NIL | NA |
| Health and safety | NIL | NIL | NA | NIL | NIL | NA |



14. Assessments for the year:

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

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

At ITI Limited, hazards and risks are identified through various auditing and inspection process. Corrective actions are implemented to mitigate significant Health and Safety hazards according to the hierarchy of controls.

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

Key stakeholders are individuals, organizations, parties, or entities that influence our business, add value, or are critical elements of the value chain. Vendors, customers, employees, community and shareholders are some of our major stakeholders.

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 & marginalised Group (Yes/No) | Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisements, Community Meetings, Notice Board, website, Others) | Frequency of engagement of (Annually/ Half Yearly/ Quarterly/ others- please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|------------------------|--|--|---|--|
| Communities | No | Emails, letters, CSR initiatives | Ongoing/ Need basis | Engaging with local community for enhancing quality of life, skill developments training to make them self sufficient |
| Shareholders | No | Email, Newspapers, Advertisement, Stock Exchange, Website, Virtual meetings etc | Ongoing | Shareholders meeting and Resolution of grievance |
| Employees and workers | No | Intranet, Email, SMS, Virtual Calls, In-person meetings, internal events, notice boards | Ongoing | Relevant business communication, Career, learning & growth and HR policies & practices |
| Customers | No | Emails, letter, meetings | Ongoing | Organizing conclave with Vendors, showcasing of products through various exhibitions |
| Value Chain Partners | No | Email, website | Ongoing/Need basis | Tender are hosted in Website Procurement Plan for the interest of MSE vendors Open Tender available for Participation. |
| Regulatory Authorities | No | Scheduled meetings, Regular liaisoning with Industry forums | Ongoing | Discussion and inputs on regulations Business ethics |

PRINCIPLE 5 - Businesses should respect and promote human rights

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

| Category | FY 2024-25 (Current Financial Year) | | | FY 2023-24 (Previous Financial Year) | | |
|------------------------|--|---------------------------------------|--------------|---|---------------------------------------|--------------|
| | Total (A) | No. of employees /workers covered (B) | % (B / A) | Total (C) | No. of employees /workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 632 | 118 | 18.67 | 817 | 74 | 9.06 |
| Other than permanent | 385 | 70 | 18.18 | 396 | 71 | 17.93 |
| Total Employees | 1017 | 188 | 18.49 | 1213 | 145 | 11.95 |
| Workers | | | | | | |
| Permanent | 125 | 2 | 1.60 | 179 | 0 | 0.00 |
| Other than permanent | 226 | 28 | 12.39 | 284 | 18 | 6.34 |
| Total Workers | 351 | 30 | 8.55 | 463 | 18 | 3.89 |

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

| Category | Current Financial Year 2024-2025 | | | | | Previous Financial Year 2023-2024 | | | | |
|-----------------------------|----------------------------------|------------------------------|--------|-------------------------------|--------|-----------------------------------|------------------------------|--------|-------------------------------|-----------|
| | Total (A) | Equal to Minimum wage No.(B) | | More than Minimum wage No.(C) | | Total (D) | Equal to Minimum wage No.(E) | | More than Minimum wage No.(F) | |
| | | No. (B) | %(B/A) | No. (C) | %(C/A) | | No. (E) | %(E/D) | No.(F) | %(F / D) |
| Employees | | | | | | | | | | |
| <i>Permanent</i> | 632 | Nil | Nil | 632 | 100% | 817 | Nil | Nil | 817 | 100% |
| Male | 483 | Nil | Nil | 483 | 100% | 643 | Nil | Nil | 643 | 100% |
| Female | 149 | Nil | Nil | 149 | 100% | 174 | Nil | Nil | 174 | 100% |
| <i>Other than Permanent</i> | 385 | Nil | Nil | 385 | 100% | 396 | Nil | Nil | 390 | 98% |
| Male | 284 | Nil | Nil | 284 | 100% | 298 | Nil | Nil | 292 | 98% |
| Female | 101 | Nil | Nil | 101 | 100% | 98 | Nil | Nil | 98 | 100% |
| Workers | | | | | | | | | | |
| <i>Permanent</i> | 125 | Nil | Nil | 125 | 100% | 179 | Nil | Nil | 179 | 100% |
| Male | 118 | Nil | Nil | 118 | 100% | 169 | Nil | Nil | 169 | 100% |
| Female | 7 | Nil | Nil | 7 | 100% | 10 | Nil | Nil | 10 | 100% |
| <i>Other than Permanent</i> | 226 | Nil | Nil | 226 | 100% | 284 | 164 | 57.75% | 120 | 42% |
| Male | 161 | Nil | Nil | 161 | 100% | 196 | 112 | 57.14% | 84 | 43% |
| Female | 65 | Nil | Nil | 65 | 100% | 88 | 52 | 59.09% | 36 | 41% |

3) Details of remuneration/salary/wages:

a) Median remuneration / wages:

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

4) Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? No

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

As per Grievance redressal policy of the Company, all the employees can report to Grievance redressal committee existing in their respective Unit and they can submit their suggestions or complaints in suggestions box kept in the office premises. A Corporate Policy Circular concerning to the redressal of Grievances of Employees Unions / OA on every 2nd and 4th Friday of every month, and redressal of Grievances of Employees on every 1st and 3rd Friday of every month, has also been released.

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

| Category | FY 2024 - 2025 (Current Financial Year) | | | FY 2023 - 2024 (Previous Financial Year) | | |
|------------------------------------|---|---------------------------------------|---------|--|---------------------------------------|---------|
| | 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 | 0 | 0 | NIL | 0 | 0 | NIL |
| Discrimination at work place | 0 | 0 | NIL | 0 | 0 | NIL |
| Child labour | 0 | 0 | NIL | 0 | 0 | NIL |
| Forced labour / Involuntary labour | 0 | 0 | NIL | 0 | 0 | NIL |
| Wages | 0 | 0 | NIL | 0 | 0 | NIL |
| Other Human rights related issues. | 0 | 0 | NIL | 0 | 0 | NIL |

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

| | FY 2024 - 2025 (Current Financial Year) | FY 2023 - 2024 (Previous Financial Year) |
|--|---|--|
| Total Complaints reported un-der Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0 | 0 |
| Complaints on POSH as a % of female employees / workers | 0 | 0 |
| Complaints on POSH upheld | 0 | 0 |



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

The Company has various policies such as Whistle Blower Policy, policy on Prevention of Sexual Harassment at Workplace (POSH), etc which protects the complainant from the adverse consequences in case of compliant file for discrimination or harassment.

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

Yes. As per Company Policy, Human rights are taken care. Working hours for regular as well as for the contract employees are limited to 8 hours. Fundamental rights are ensured to be in line with Govt. policies.

10) Assessments for the year:

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

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

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

Essential Indicators

1) Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|---|--|---|
| From renewable sources | | |
| Total electricity consumption (A) | 8101.45 GJ | 9238.96 GJ |
| Total fuel consumption (B) | - | - |
| Energy consumption sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | 8101.45 GJ | 9238.96 GJ |
| From non-renewable sources | | |
| Total electricity consumption (D) | 119828.72 GJ | 116075.49 GJ |
| Total fuel consumption (E) | 414.29 GJ | 652.26 GJ |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non- renewable sources (D+E+F) | 120243.00 GJ | 116727.74 GJ |
| Total energy consumed (A+B+C+D+E+F) | 128344.46 GJ | 125966.70 GJ |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | 35.49 GJ/CR | 99.69 GJ/CR |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | - | - |
| Energy intensity in terms of physical output | - | - |
| Energy intensity (optional) – the relevant metric may be selected by the entity | 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**

2) Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - No

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

| Parameter | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|---|--|---|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 383810.00 KL | 362077.00 KL |
| (ii) Groundwater | 192791.00 KL | 192879.00 KL |
| (iii) Third party water | 59831.00 KL | 58875.00 |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | 80.20 KL | 97.02 KL |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 636512.20 KL | 613928.02 KL |
| Total volume of water consumption (in kilolitres) | 636512.20 KL | 613928.02 KL |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 176.01 KL/CR | 485.84 KL/CR |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | - | - |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | 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.
Yes, Pollution Control Board.

4) Provide the following details related to water discharged:

| Parameter | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|---|--|--|
| Water discharge by destination and secondary / tertiary level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | 247262 KL | 280107 KL |
| (ii) To Groundwater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iii) To Seawater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (v) Others | Wastewater treated & reused for horticulture application | Wastewater treated & reused for horticulture application |
| - No treatment | 59806.68 KL | - |
| - With treatment – please specify level of treatment | 24.32 KL | - |
| Total water discharged (in kilolitres) | 307093.00 KL | 280107.00 KL |

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

YES. M/s Enviro Designs Eco Labs, Kochi for Palakkad Unit.

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

No



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

| Parameter | Please specify unit | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|-------------------------------------|---------------------|--|---|
| NOx | Mg/Nm ³ | 37.23 | 31.55 |
| SOx | Mg/Nm ³ | 28.98 | 29.4 |
| Particulate matter (PM) | Mg/Nm ³ | 96.03 | 76.64 |
| Persistent organic pollutants (POP) | | - | - |
| Volatile organic compounds (VOC) | | - | - |
| Hazardous air pollutants (HAP) | | - | - |
| Others – please specify | | - | - |

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

Yes, M/s. Vsix Analytical Labs Pvt.Ltd for Bengaluru Unit. M/s Enviro Designs Eco Labs , Kochi for Palakkad Unit .

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

| Parameter | Unit | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|--|---|--|---|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | - | - |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | - | - |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | | - | - |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | | - | - |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | | - | - |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | - | - |

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

No

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

Yes.

ITI has established manufacturing facility for Solar Panel Manufacturing with annual capacity of 18 MWp. ITI has got BIS certification for Poly Crystalline Solar Modules from 40Wp to 325Wp validity up to July-2026.

2,00,000 Nos of Smart LED Street Lights installation in BIHAR is under progress.

Under On Grid Utility Scale Solar System ITI had manufactured and supplied 18,955 Solar Panels (5.66 MW) of 325Wp for establishing the solar power plant at various units of ITI for captive use.

Approx. 10000 Nos of 120Wp Solar Panels supplied to M/s. Patanjali.

ITI is doing business in the area of renewable energy sources in line with the objective of Atmanirbhar Bharat is to create an ecosystem for Solar PV manufacturing in India, which reduces carbon emission progressively.

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

| Parameter | FY 2024-25 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|--|--|---|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 37.55 | 101.72 |
| E-waste (B) | 10.67 | 1.31 |
| Bio-medical waste (C) | 0.39 | 0.32 |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | 0.33 | 21.04 |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | 0.93 | 5.11 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 371.77 | 18.21 |
| Total (A+B + C + D + E + F + G + H) | 421.63 | 147.70 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.12 MT/CR | 0.12 MT/CR |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | - | - |
| Waste intensity in terms of physical output | - | - |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | - | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | 185.60 | 142.27 |
| Total | 185.60 | 142.27 |

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

No

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

The waste materials are disposed through MSTC to the agencies approved by the respective state pollution control boards. Hazardous Waste/ Chemicals are treated separately depending upon their form and nature. Some of the strategies followed are Source segregation, Safe storage & handling and regulatory compliances.

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:

Nil



| 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. |
|--------|--------------------------------|--------------------|--|
| | | | |
| | | | |

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

Nil

| 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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| | | | | | |
| | | | | | |

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 |
|--|---|---------------------------------------|---|---------------------------------|
| Yes, the Company is 100% compliant with the applicable environmental law/ rules/ regulations/ guidelines in India. | | | | |

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.
- 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 | Telecom Equipment & Services Exports Pro-motion Council (TEPC) | National |
| 2 | Voice of Indian Communication Technology Enterprises ('VoICE') | National |
| 3 | Standing Conference of Public Enterprise (SCOPE) | National |
| 4 | National Safety Council | National |

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

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| | | |

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

| Name and brief details of project | SIA Notification No | Date of Notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link |
|---|---------------------|----------------------|---|--|-------------------|
| As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company | | | | | |



- 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 INR) |
|---|--|-------|----------|---|--------------------------|---|
| Not Applicable as no projects on Rehabilitation and Resettlement is undertaken by the Company | | | | | | |

- 3) Describe the mechanisms to receive and redress grievances of the community:

Complain can be received through Public Grievance Portal <https://pgportal.gov.in/Home/LodgeGrievance>

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

| | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Directly sourced from MSMEs/ small producers | 0.67% | 3.69% |
| Directly from within India | 100% | 100% |

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

| Location | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--------------|--------------------------------------|---------------------------------------|
| Rural | | |
| Semi - Urban | | |
| Urban | | |
| Metropolitan | | |

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

Essential Indicators

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

Customer Service Centre is operational in ITI Palakkad unit as well as in Network Service Units in Bengaluru. 24*7 customer complaints services are provided from these centers

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

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

- 4) Number of consumer complaints in respect of the following: NIL

| | FY 2024 - 2025 (Current Financial Year) | | Remarks | FY 2023 - 2024 (Previous Financial Year) | | 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 | | | | | | |
| Restrictive Trade Practices | | | | | | |
| Unfair Trade Practices | | | | | | |
| Other | | | | | | |



5) Details of instances of product recalls on account of safety issues:

| | Number | Reasons for recall |
|--------------------------|--------|--------------------|
| Voluntary recalls | | |
| Forced recalls | | |

- 5) Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**
- 6) Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services**
- 7. Provide the following information relating to data breaches:**
- Number of instances of data breaches
 - Percentage of data breaches involving personally identifiable information of customers
 - Impact, if any, of the data breaches
- 8) Provide the following information relating to data breaches:**
- a. Number of instances of data breaches
 - b. Percentage of data breaches involving personally identifiable information of customers
 - c. Impact, if any, of the data breaches

For and on behalf of Board
Rajesh Rai
Chairman and Managing Director
DIN: 10052045

Place: Bengaluru

Date : 13th August 2025