

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 Engineering Limited (Formerly 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	contact@hbl.in ; investor@hbl.in
7	Telephone	Tel - 04023355575
8	Website	https://hbl.in/
9	Financial year for which reporting is being done	FY 2024-25
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	Sairam Edara, Chief Financial Officer, Email – sairam.e@hbl.in , 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 Engineering Limited (formerly HBL Power Systems Limited).
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

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	71.04 %
2	Manufacturing - Electronic	Manufacturing of Electronic equipment for Railway and Industrial Applications	28.96%



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	71.04 %
	Nickel cadmium Batteries		
	Defense Batteries		
2	Chargers	28299	28.96%
	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	NIL	NIL

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (19 States)
International (No. of Countries)	59

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

23.15%

c. A brief on types of customers

HBL Engineering Limited (formerly HBL Power Systems Limited) offers comprehensive battery and engineering solutions to diverse clients, including prominent system integrators, 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. The Company operates its business under three primary verticals: battery, electronics and Defense. Its electronics vertical is sub-divided into Railway electronics and electric mobility. Its flagship products in this vertical are the KAVACH (Train Collision Avoidance System), which addresses the issue of safety, and Train Management System (TMS).

HBL provides battery and engineering solutions and services to the world's leading system integrators, railway, aviation and defense companies. We also enjoy long term relationships with Government customers in India including the Indian Airforce, Indian Navy and MOD labs. HBL has enjoyed a long-term strategic relationship with Indian Railways where we have gained certification to deploy safety critical systems.

HBL takes pride in serving customers in over 50+ countries with products and services tailored to meet their demanding needs. HBL utilizes the depth of our engineering capabilities to provide the most resilient, compliant products expected by customers to run their business efficiently.

IV. Employees

20. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2152	1989	92.43%	163	7.57%
2.	Other than Permanent (E)	No Non-Permanent Employees are employed by the Company				
3.	Total employees (D + E)	2152	1989	92.43%	163	7.57%
WORKERS						
4.	Permanent (F)	No Permanent Workers are employed by the Company				
5.	Other than Permanent (G)	5160	4164	80.70%	996	19.30%
6.	Total workers (F + G)	5160	4164	80.70%	996	19.30%

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)	9	7	77.78%	2	22.22%
2.	Other than Permanent (E)	No Non-Permanent Employees are employed by the Company				
3.	Total differently abled employees (D + E)	9	7	77.78%	2	22.22%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	No Permanent Workers are employed by the Company				
5.	Other than permanent (G)	32	24	75%	8	25%
6.	Total differently abled workers (F + G)	32	24	75%	8	25%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	4	50%
Key Management Personnel	2	-	-

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate)			FY 2023-24 (Turnover rate)			FY 2022-23 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.93%	15.22%	13.08%	13.41%	24.64%	14.07%	15.04%	32.12%	16.02%
Permanent Workers	Not Applicable								



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 MSS Srinath are Directors. HBL holds 41% shares in the Company.	41%	No
6	Tonbo Imaging India Private Limited	Associate Company	11.13%	No

VI. CSR Details

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

(ii) Turnover - ₹1,94,613.25 Lakhs

(iii) Net worth - ₹1,45,832.39 Lakhs

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 2024-25			FY 2023-24		
		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 (https://hbl.in/reports/HBL-Policies.pdf)	NIL	NIL	-	NIL	NIL	-
Investors (other than shareholders)	Yes (https://hbl.in/reports/HBL-Policies.pdf)	NIL	NIL	-	NIL	NIL	-
Shareholders	Yes (https://hbl.in/reports/HBL-Policies.pdf)	NIL	NIL	-	NIL	NIL	-
Employees and workers	Yes (Internal policy)	NIL	NIL	-	NIL	NIL	-
Customers	Yes (https://hbl.in/reports/HBL-Policies.pdf)	7*	0	-	7	0	-
Value Chain Partners	Yes (Internal Policy)	NIL	NIL	-	NIL	NIL	-
Other (please specify)	-	NIL	NIL	-	NIL	NIL	-

* Customer complaints lodged with State Consumer forums

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	Energy Management	Risk and Opportunity	<p>Risk: 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.</p> <p>Opportunity: Effective energy management allows HBL to optimize resources, cut costs, and minimize environmental impact. By investing in renewable technologies and energy-efficient measures, HBL can boost sustainability and drive innovation.</p>	<p>HBL aims to strategically mitigate climate change risks and leverage opportunities by implementing sustainable practices and reducing greenhouse gas emissions.</p> <ol style="list-style-type: none"> 1. Energy conservation in factories by the installation of energy-efficient technology, machines and equipment. 2. Renewable energy generation through Biomass/Solar. 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
2	Water Management	Opportunity	<p>Opportunity: 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>	Implementing Zero Liquid Discharge (ZLD) systems helps eliminate wastewater discharge, conserve water resources, and reduce environmental impact, thereby enhancing the Company’s sustainability efforts.	Positive
3	Waste management	Risk and Opportunity	<p>Risk:</p> <ol style="list-style-type: none"> 1. Reduced battery materials recovery rates will increase the effects of fuel cells and batteries on the environment. 2. Batteries and fuel cells contains potentially dangerous materials that should be disposed of appropriately since they could endanger human health and the environment. 	<ol style="list-style-type: none"> 1. Innovation integrated in manufacturing for effective design for disassembly, reuse, or recycling. 2. HBL is certified by CPCB for Extended Producer Responsibility (EPR). 3. HBL engaged authorized third-party recycler for effective disposal of hazardous waste. 	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 (contd.)	<p>Opportunity:</p> <ol style="list-style-type: none"> 1. Recycling and reusing waste to create products with added value increases revenue and lowers waste disposal expenses and increases the circular economy 		
4	Occupational Health & Safety	Risk	<ol style="list-style-type: none"> 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. 2. Non-adherence to safety standards could result in legal consequence 	<ol style="list-style-type: none"> 1. Strict adherence to safety standards such as ISO 14001:2015 and ISO 45001:2018. 2. Comprehensive employee training on hazards, safe practices, emergency procedures, and PPE use. 3. Clear safety policies communicated to all staff and contractors. 4. Tested emergency response plans for fires, spills, and medical incidents. 5. Regular audits to ensure safety compliance and address improvements promptly. 	Negative
5	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

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	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
7	Data privacy and cyber security	Risk	Risk: The company recognizes the fact that it deals with mostly government clients and any data privacy and cyber security breach or leak can have significant reputational, legal and financial risk to the company	<ol style="list-style-type: none"> 1. All privileged system access are reviewed periodically and Data Leakage Prevention (DLP) system are implemented at all critical equipment and touch points 2. Restricted data access control & VPN access for work from home activities have been strictly implemented 	Negative
8	Product safety and quality	Risk	Risk: As an approved supplier for both the Indian Defense and Railways, our products need to adhere to stringent quality protocols prescribed by our customers	<ol style="list-style-type: none"> 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. 2. The Company maintains state-of-the art quality infrastructure and also utilizes third party partner agencies to test its products 	Negative
9	Compliance	Risk	Risk: 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 Human rights, Environmental and safety 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
Policy and management processes									
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 publicly : https://hbl.in/reports/HBL-Policies.pdf (ESG Policy)								
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.									

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

*. HBL Code of conduct

#. Quality systems –

- Shamirpet campus is 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 61427:2013, IATF 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 Kavach (Train Collision Avoidance System-TCAS) is certified for SIL4 by ItalCertiFer, a European safety assessment agency, empaneled by RDSO in India.
- HBLs Train Management System (TMS) 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 navigate the complexities of our industry, it is increasingly evident that sustainability is not merely an option but a necessity. The health of our planet is closely intertwined with the success of our business, and we are committed to reducing our environmental impact. From lowering our carbon footprint to conserving natural resources, we are continually exploring innovative methods to enhance our sustainability practices.

Sustainability extends beyond environmental protection; it is about building a better future for everyone. We are committed to being responsible stewards of the communities where we operate, supporting local economies, and fostering social equity and inclusion.

Our company has made significant strides in integrating sustainability into our corporate framework. We have established an ESG (Environmental, Social, and Governance) Committee dedicated to setting our ESG objectives and continuously monitoring our progress. This committee plays a crucial role in ensuring that sustainability is a central element of our strategic planning and decision-making processes.

In our efforts to reduce our ecological footprint, renewable energy adoption has become a key pillar of our strategy. We have invested in solar power infrastructure and biomass-based energy solutions to reduce our dependence on fossil fuels. These initiatives have not only helped us lower our greenhouse gas emissions but also improved our energy efficiency across operations.

Environmental improvements have been achieved through the implementation of Zero Liquid Discharge (ZLD) systems, advanced waste recycling mechanisms, and the use of eco-friendly materials. Our focus on the circular economy has led to increased reuse and recycling of critical materials, including plastics, metals, and battery components.

We are also deeply committed to Corporate Social Responsibility (CSR). Our CSR programs focus on early childhood education, nutrition, healthcare, and rural development.

While I am proud of the progress we have achieved, I acknowledge that this is the start of a long journey towards integrating sustainable development in our organization and value chain. Together we strive to create a world where both people and the planet can thrive, now and for generations to come.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Sairam Edara, Chief Financial Officer,
Email – 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? The CFO, as stated above, oversees the decision making on sustainability related issues.
(Yes / No). If yes, provide details.

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	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.**
- | | | | | | | | | | |
|--|----|----|----|----|----|----|----|----|----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|----|

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)	Not applicable as all principles are covered by respective policies.								
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

- 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 awareness programmes
Board of Directors	2	Regulatory compliance	100%
Key Managerial Personnel	2	Regulatory compliance	100%
Employees other than BoD and KMPs	81	TCAS - 2 Modules, TMS-2 modules, EDT, Health Awareness, Tax Saving Awareness and Cyber Crime Awareness	24%
Workers	57	TCAS - 2 Modules, TMS-2 modules, Health Awareness and Cyber Crime Awareness	13%

- 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 preferred? (Yes/No)
Penalty/ Fine					
Settlement			NIL		
Compounding fee					

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			NIL	

- 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.

HBL is unwavering in its commitment to integrity and ethical conduct across all operations. Our Anti-Corruption and Anti-Bribery Policy sets forth stringent measures to combat any form of corruption or bribery, applicable to employees, subsidiaries, joint ventures, and associates, regardless of their position or location. We expect every individual within the organization to exemplify the highest standards of honesty in their professional responsibilities. Our facilities strictly adhere to a comprehensive framework of anti-corruption and anti-bribery laws and regulations.

Prior to engaging in any business relationship, we ensure that agents, suppliers, contractors, and business partners are fully aware of our zero-tolerance policy towards bribery and corruption. This steadfast commitment to ethical practices is fundamental to our business operations.

Anti-Corruption and Anti-Bribery Policy: [HBL Policies](#).

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		NIL		
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 2024-25	FY 2023-24
Number of days accounts payables	44	38



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	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	6.1%	4.12%
	b. Number of dealers / distributors to whom sales are made	94	70
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	59%	59.34%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.005%	3.37%
	b. Sales (Sales to related parties / Total Sales)	5.40%	6.46%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.90%	1.32%
	d. Investments (Investments in related parties / Total Investments made)	50.76%	99.99%

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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	-	-
2	CAPEX		The Company reviews its current processes regularly and makes process improvements in areas like energy efficiency, waste management and circular economy, water recycling and pollution control measures through dedicated. The Company has invested nearly ₹2 crores, approximately 1.26 % of the total Capex, for establishing solar plant in one of its location.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 - If yes, what percentage of inputs were sourced sustainably?
Yes, the entity has established a supplier sustainability process to guide the selection of vendors. This process incorporates various principles and guidelines, including safety, health, environmental policies, legal compliance, and adherence to ISO certification standards. Approximately 30% of our inputs were sourced sustainably.
- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastics (including packaging)

1. Plastic Waste Management:

- Internal Scrap:** Plastic waste generated during manufacturing processes is classified and collected.
- Customer Returns:** Plastic materials, such as those from used or expired batteries returned by customers under a buyback policy, are also collected.

- **Reprocessing:** This plastic waste is reprocessed according to standard operating procedures (SOPs) and used as raw material for manufacturing new plastic containers.
- **Non-reusable Plastics:** Any plastic waste that cannot be reused is washed and disposed of through authorized dealers.

(b) E-waste

1. **Safe Disposal:** All electronic waste generated is systematically handed over to certified vendors. These vendors are responsible for ensuring the e-waste is disposed of safely and in compliance with environmental regulations.

(c) Hazardous Waste

1. **Categorization and Disposal:** Hazardous waste is meticulously categorized following regulatory guidelines and dispatched to authorized recyclers approved by the Pollution Control Board (PCB).
2. **Recycling Facility:** HBL operates an internal recycling facility, sanctioned by the PCB, which focuses on recycling Nickel Cadmium, Lead Acid, and Silver Zinc batteries.

(d) Other Waste

1. Non-hazardous Waste:

- This category includes materials such as paper, food waste, packaging materials, and wooden waste.
- These materials are disposed of through recycling channels, and some are repurposed for alternative uses, such as cattle feeding.

Additional Processes for Specific Materials:

1. Batteries:

- There is a procedure in place to reclaim life-expired batteries from customer sites, ensuring safe disposal in accordance with relevant laws and policies.
- **Recycling:** End of life cycle products are being disposed off to the authorised recyclers.
- **Electrolyte Recycling:** KOH (electrolyte) is recycled at the HBL chemical plant.

2. Metal and Other Materials:

- **MS Scrap:** Disposed through authorized dealers.
- **Nickel & Cadmium Recycling:** Nickel and Cadmium hydroxide are recycled back into nickel and cadmium.
- **Graphite Sludge:** Sent to authorized recyclers.

These processes demonstrate a comprehensive approach to managing various types of waste, emphasizing recycling and compliance with regulatory standards to minimize environmental impact.

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

Yes, EPR is applicable from FY 2023-24 and our waste collection plan is in line with the Extended Producer Responsibility regulations.



Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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	40.26%	Cradle to Gate	Yes	No
Nickel Cadmium Pocket Plate Battery	30.75%	Cradle to Gate (Rated capacity)	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Lead (SMB)	1.32%	5.44%
Cadmium Hydroxide	0	25.2%
Nickel Hydroxide	0.25%	36.8%
Silver	_*	25%
Recycled Lead	2.24%	20%
Recycled Plastic	0.84%	10%

*Silver - Life expired batteries received from government organizations is not considered for the FY

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	2.26	-	52	-	115.48	35.98
E-waste	-	-	1.55	-	-	-
Hazardous waste	-	73.65	419	-	1446.56	9.39
Other waste	98	65.73	94.87	1304	27.44	190.80

End of lifecycle products are being directly disposed of to authorized recyclers

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	NA*
Hazardous	
KoH (Electrolyte)	
Others	

*End of lifecycle products are being directly disposed of to the authorized recyclers

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1989	1989	100%	1989	100%	NA	NA	NA		NA	
Female	163	163	100%	163	100%	163	100%				
Total	2152	2152	100%	2152	100%	163	100%				
Other than Permanent employees											
Male	Not Applicable										
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	Not Applicable as we do not have Permanent workers										
Female											
Total											
Other than Permanent workers											
Male	All are covered under Employee State Insurance Act (ESI), Further benefits depend on the policies of the contractor										
Female											
Total											



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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.70%	0.24%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	-	Y	100%	-	Y
Gratuity	100%	-	N.A	100%	-	N.A
ESI	-	100%	Y	-	100%	Y
Others - please specify	-	-	N.A	-	-	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.

The Company has taken substantial measures to enhance accessibility for differently abled employees at all its locations, in accordance with the Rights of Persons with Disabilities Act, 2016. Our offices and premises are equipped with features such as ramps, lifts, and handrails on stairwells to ensure ease of movement for individuals with disabilities. Consequently, the Company's facilities are now fully compliant with accessibility requirements, providing an inclusive and supportive environment for all employees.

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.

Yes, HBL is dedicated to fostering an inclusive workplace by providing equal employment opportunities for all individuals, in line with the Rights of Persons with Disabilities Act, 2016. We uphold a strict non-discrimination policy that covers age, color, disability, marital status, nationality, race, religion, sex, and sexual orientation, ensuring that employment decisions are made solely based on qualifications, merit, and adherence to relevant regulations.

Our commitment to diversity and inclusion is reflected in our supportive workplace culture, empowering employees to thrive irrespective of their background or personal circumstances. By embracing diversity, HBL not only complies with legal standards but also enriches its organizational culture, promoting innovation and collaboration among a diverse workforce.

The policy is available at [HBL Policies](#).

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	Not applicable	Not applicable	Not Applicable - No Permanent Workers are employed by the Company	
Female				
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 Employees Other than Permanent Employees	The Company has implemented a Grievance Policy to provide employees and workers 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.
Permanent Workers Other than Permanent Workers	
	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.
	The Procedure for Informal Grievance Redressal Policy is available at - https://hbl.in/reports/HBL-Policies.pdf

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	No such associations/unions are recognized.					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,989	1593	80.10%	1598	80.34%	1764	901	51.07%	848	48.07%
Female	163	102	62.58%	139	85.28%	111	63	56.75%	63	56.75%
Total	2152	1695	78.76%	1737	80.72%	1875	964	51.41%	911	48.58%



Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	4164	3489	83.79%	3489	83.79%	3789	2877	75.93%	1375	36.29%
Female	996	812	81.53%	812	81.53%	1038	696	67.05%	232	22.35%
Total	5160	4301	83.35%	4301	83.35%	4827	3573	74.02%	1607	33.29%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1989	1480	74.41%	1764	1375	77.95%
Female	163	101	61.96%	111	84	75.68%
Total	2152	1581	73.47%	1875	1459	77.81%
Workers						
Male	NA*					
Female						
Total						

*Not under the purview of the company

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 has successfully implemented the ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) across our plants. This system covers all employees and workers from all divisions, underscoring our commitment to safeguarding and enhancing the health and safety of our workforce. Workplace safety is integral to our sustainability strategy and forms the cornerstone of our commitment to employee well-being.

To ensure the safety of all personnel, we have established comprehensive and compliant protocols across our operations and support functions. This includes:

1. Hazard Identification, Risk Assessment, and Risk Control (HIRARC).
2. Emergency Plans and Mock Drills.
3. Fire Fighting Measures.
4. Safety Induction Training.
5. Regular Safety Committee Meetings.
6. Safety Audits.
7. Work Permits.
8. Adherence to Material Safety Data Sheets (MSDS) for Chemical Handling.
9. Health Checkups for Employees in Hazardous Areas.

10. Incident Reporting and Investigation.

11. First Aid Training.

Our 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, we have effectively mitigated risks and optimized operational efficiency.

The company's adherence to international benchmarks, as recognized through ISO 45001 certification, not only enhances our reputation but also resonates positively with customers who prioritize social responsibility. This achievement underscores our commitment to excellence in occupational health and safety and reflects our dedication to maintaining a safe and healthy work environment for all employees.

- 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 Procedures (SOPs) and operational controls to ensure safety. Non-routine activities require permits, with risks identified and mitigated accordingly. An emergency plan is regularly tested, and employees receive continuous training. Frequent mock drills are conducted to ensure the preparedness of emergency controllers for effective handling of emergencies.

To systematically identify work-related hazards and evaluate risks, we deploy the Hazard Identification, Risk Assessment, and Risk Control (HIRARC) process for both routine and non-routine occasions. HBL has developed a documented and consistently implemented HIRARC methodology that is tailored to our scale, nature, and dimensions. This methodology meets our needs concerning detail, intricacy, timing, cost, and access to reliable data.

HIRARC assessments are conducted biannually as per the plan and for all routine and non-routine activities as they arise. The HIRARC team is responsible for conducting assessments across all activities, and results are documented in the prescribed format.

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

Yes, we have established comprehensive processes for workers to report work-related hazards and remove themselves from such risks. Employees are required to report all incidents and hazards to their Immediate Supervisor. If the Supervisor is unavailable, reports should be made to the Manager, Safety Officer, or Security. An Incident Report and Investigation Form must be completed and signed by both the employee involved and their manager.

In cases where an employee witnesses an incident, they must promptly inform Security through the campus emergency line for emergencies or the non-emergency line for other incidents. Corrective actions are implemented immediately based on identified hazards or incidents, and their effectiveness is reviewed to ensure risk mitigation.

Additionally, we have procedures in place to inform workers of work-related hazards, encouraging them to remove themselves from such risks by implementing risk mitigation action plans. Our process includes near-miss reporting, and all incidents are reviewed during Safety Committee meetings to ensure thorough oversight and continuous improvement in workplace safety.



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

Yes, HBL is committed to fostering an environment that prioritizes employee well-being beyond their salaries. All employees receive a comprehensive range of health and wellness benefits, including medical insurance and accident coverage for themselves and their immediate family, ensuring financial support in cases of accidents or serious illnesses. Coverage is also extended to dependent parents, alongside periodic health check-ups, wellness programs, and access to nutritious and subsidized food options.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	1.22	14.07
Total recordable work-related injuries	Employees	3	2
	Workers	19	22
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

*Including the contract workforce

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

HBL places great value on its employees, recognizing them as its most crucial asset, and prioritizes their health and wellbeing. With a significant portion of our workforce in manufacturing facilities, the company has implemented comprehensive compliance measures to ensure workplace safety and a secure working environment. Key measures include:

- **Safety Policy and Measures:** HBL has established a comprehensive safety policy that includes risk mitigation strategies, competence assurance, and adherence to safety protocols, particularly concerning Material Safety Data Sheets (MSDS) for chemical handling. Regular toolbox talks and strict compliance with Lock Out Tag Out (LOTO) procedures are emphasized to maintain safety standards.
- **Hazard Identification, Risk Assessment, and Risk Control (HIRARC):** A robust communication system/policy for HIRARC is in place, complemented by insurance systems, first aid provisions, and thorough employee training programs. Safety audits, inspections, effective contractor control, and risk assessments are integral to our 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 the determination of controls are central to maintaining a safe working environment. Risks and opportunities related to the Occupational Health and Safety (OH&S) management system's intended outcomes are regularly identified and addressed.
- **Employee Training and Safety Orientation:** Comprehensive safety training is provided during employee induction, covering 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 for contingent or urgent situations. On-the-job training inclusive of safety topics further reinforces safety awareness among employees.

- **Formation of Safety Committee:** A dedicated Safety Committee works collaboratively with management to achieve objectives outlined in the Health, Safety, and Environment (HSE) Policy. This committee addresses health, safety, and environmental concerns, offers practical solutions, promotes safety awareness among workers, and organizes 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 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions						
Health & Safety			NIL			

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. Major plants are compliant to ISO standards.
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. Safety guard provided at Rolling mill, such that not to trap the hand and avoid the accident at NCSP.
2. Identification of hazards and risk assessment for both routine and non-routine activities have been incorporated into the Internal Audit Checklist.
3. 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.
4. Comprehensive training has been provided to all Nickel Cadmium Fibre 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).

No, however the company provides medical and accident insurance for employees and workers. Additionally, workers are covered under the Employees’ State Insurance (ESI) scheme.

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 prioritizes the proper deduction and deposit of statutory dues by its value chain partners. These obligations are clearly defined in the HBL Supplier Code of Conduct, which acts as a guiding framework for all partners within the supply chain. Compliance with this code is mandatory for all supply



chain partners, reflecting the Company's commitment to maintaining business responsibility, transparency, and accountability. Reviewed monthly.

- 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees			NIL	
Workers			NIL	

- 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 provides transition assistance programs to support employees in managing career endings due to retirement or termination. The company is committed to fostering an environment that encourages personal growth and future planning. Employees who are terminated before reaching their customary retirement age are eligible for termination benefits, reflecting HBL's dedication to supporting its workforce through career transitions.

- 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	Currently, HBL does not possess a formal assessment mechanism dedicated to monitoring the environmental impact of value chain partners' activities. HBL's Supplier Code requires all suppliers and value chain partners to comply with local socio-environmental regulations. This framework ensures alignment with HBL's ESG commitment. This approach underscores our dedication to responsible environmental practices and sustainability across our value chain.
Working Conditions	

- 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.

The Company collaborates with a diverse range of partners and suppliers to ensure the delivery of high-quality products and services to its customers. By conducting stringent audits and reviewing corrective actions, the Company maintains strict compliance with all relevant standards and requirements. No corrective action plan has been necessitated on the above-mentioned parameters.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

At HBL, the identification of key stakeholder groups is based on their significant influence on the company and the impact of the company's actions and outcomes on them. The primary stakeholders include:

- Employees:** Central to organizational performance and culture, they drive innovation and execution of company strategies.
- Investors/Shareholders:** Provide financial support essential for strategic growth and development.
- Customers:** Drive business success through demand for products and services, influencing market

strategies and innovation.

- **Suppliers and Service Providers:** Essential for maintaining operational efficiency and ensuring product and service quality.
- **Business Partners:** Collaborate to enhance capabilities, expand reach, and ensure mutual growth and success.
- **Government and Regulatory Bodies:** Ensure compliance with laws and regulations, influencing operational policies and strategic direction.
- **Communities:** Engage with the company on social responsibility initiatives, impacting community development and sustainability efforts.

By identifying and engaging with these stakeholder groups, HBL Engineering aims to foster effective collaboration and build mutually beneficial relationships that support long-term success and sustainability.

- 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"> • Meetings, workshops, e-mails & reports, online portals, employee surveys, Idea management. • One-on-one interactions • Employee involvement in CSR activities. 	Intranet Quarterly Emails - As and when required	<ul style="list-style-type: none"> • Employee engagement activities. • Training, awareness • Welfare programmes
Investors	No	<ul style="list-style-type: none"> • Annual report, sustainability report, press releases • Corporate website Quarterly & Annual results 	Annual and as need based	<ul style="list-style-type: none"> • Company Performance • Share price appreciation, dividends
Customers	No	<ul style="list-style-type: none"> • Discussions, personal visits, publications, mass media & digital communications, plant visits. • Support programmes, social media, • Conferences and events 	Periodically	<ul style="list-style-type: none"> • Safe/Responsible Handling of Products. • Safe Disposal of used products. • Update on improved and efficient products • Compliances with laws and regulations • Product quality and availability • Aftersales service



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
Suppliers & service providers	No	<ul style="list-style-type: none"> Supplier & vendor meets Workshops & trainings Supplier risk assessments 	Periodically	<ul style="list-style-type: none"> Supply of material & services. Adherence to companies' policy on ethical business conduct. Compliance on Conflict free mineral procurements. Safety requirements. Compliances with laws and regulations
Business Partners	No	<ul style="list-style-type: none"> Dialogue with Dealers (channel sales) and coordinating units of importers 	Periodically	Provide service to present customers while increasing the potential for future growth.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	Frequent and as need based	Obtaining permissions / licenses/ business development approvals
Communities	Please refer to the following link for information about the Company's community work: ⇒ https://hbl.in/Corporate-Social-Responsibility.html			

Leadership Indicators

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

HBL is actively working towards ensuring that the Board remains informed of developments related to Environmental, Social, and Governance (ESG) matters and solicits valuable input from its stakeholders. Through ongoing stakeholder engagement and comprehensive assessments, HBL aims to align its business practices with ESG principles effectively. This strategic initiative is designed to enhance the company's ability to serve its stakeholders while fulfilling commitments to environmental sustainability, social responsibility, and robust governance practices. The Board is updated periodically with the stakeholder discussions.

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

Yes, HBL uses stakeholder consultation to support the identification and management of environmental and social topics. The company engages proactively and regularly with key stakeholders, which facilitates effective collaboration on its Environmental, Social, and Governance (ESG) strategies.

By incorporating stakeholder feedback, HBL continuously reviews and updates its policies, demonstrating adaptability and responsiveness to evolving sustainability needs and expectations. This approach aligns with prevailing regulations and reinforces the company's commitment to transparency and stakeholder collaboration in achieving its ESG objectives.

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

HBL is committed to engaging with disadvantaged, vulnerable, and marginalized stakeholder groups through its Corporate Social Responsibility (CSR) initiatives. These efforts are designed to address their concerns and improve their quality of life. Here are some key instances of such engagement:

1. **Early Years Child Development Program:** HBL supports 157 Anganwadi Centers, (up from 123), offering teaching and pastoral support to nearly 3,000 children. This program focuses on:
 - Advocating for economically disadvantaged children and providing them with essential resources.
 - Conducting periodic medical camps and providing counseling services for students.
 - Establishing dedicated centers that offer nutritious food, basic healthcare, uniforms, learning materials, and toys to young children.
2. **Nutrition Program:** In collaboration with the Akshaya Patra Foundation, HBL organizes a mid-day meal program, ensuring that children receive nutritious meals that support their growth and development.
3. **Support for Children with Challenges:** HBL extends its support to various organizations, including:
 - **Anuraag:** A home for differently abled children, offering care and support.
 - **NICE:** A center focused on the education of needy illiterate children, providing educational opportunities and resources, aligning with SDG 4 (Quality Education).
 - **Jyothi Ashram:** An orphanage that offers a nurturing environment for children without parental care.
4. **Caring for Elderly:** HBL aids MEANS, a shelter for the elderly and mentally challenged, by funding meals, medical care, and recreational activities, ensuring dignity and care for vulnerable seniors.
5. **Healthcare Initiatives:**
 - **Smile Train:** Sponsored 4 cleft surgeries (Hyderabad & Kashmir) for disadvantaged children, including post-operative care.
 - **KVR Memorial Trust:** Funded free eye surgeries for low-income individuals, particularly the elderly.
 - **HPV Vaccination Drive:** In collaboration with Basavataarakam Cancer Hospital, HBL will provide HPV cervical vaccines to 200 underprivileged girls, preventing cervical cancer and promoting women's health.
6. **Education & Infrastructure Development:**
 - **HBL Libraries:** Established 4 libraries in Telangana & Andhra Pradesh government schools (with JD Foundation) to enhance literacy and critical thinking.
 - **School Adoption:** Renovated 2 government schools, installed RO water systems, and strengthened foundational learning programs.
7. **Rural Development:**

Ongoing programs near HBL plants focus on various infrastructure works, proposed Digital Literacy Camps for students and adults.

Through these initiatives, HBL actively engages with and supports marginalized groups, reflecting its commitment to creating a sustainable and inclusive society. By addressing the needs of these stakeholders, HBL demonstrates a strong dedication to improving the quality of life for disadvantaged communities.



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

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No of employees/ workers covered (B)	% (B/A)	Total (A)	No of employees/ workers covered (B)	% (B/A)
Employees						
Male	1989	795	39.77%	1875	729	38.88%
Female	163	61	37.42%	-	-	-
Total employees	2152	856	39.78%	1875	729	38.88%
Workers						
Male	4164	1865	44.79%	-	-	-
Female	996	487	48.90%	4827	877	18.17%
Total Workers	5160	2351	45.56%	4827	877	18.17%

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

Category	FY 2024-25						FY 2023-24			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1989	-	-	1989	100%	1764	-	-	1764	100%
Female	163	-	-	163	100%	111	-	-	111	100%
Other than Permanent										
Male	NA									
Female	NA									
Workers										
Permanent										
Male	NA									
Female	NA									
Other than Permanent										
Male	4164	4164	100%	-	-	3789	3789	100%	-	-
Female	996	996	100%	-	-	1038	1038	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)*	2	2080.56 Lakhs [#]	-	-
Key Managerial Personnel	2	72.66 Lakhs	-	-
Employees other than BoD and KMP	1989	4.50 Lakhs	163	3.96 Lakhs
Workers	4164	2.1 Lakhs	996	1.84 Lakhs

*Total Board- 8, Male-4, Female-4; Executive-2; Non-Executive - 6 including 4 Female (No remuneration paid)

[#]Remuneration is annualized to compute the median value; The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.46%	4.40%

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)

HBL has mechanisms in place for addressing human rights impacts or issues caused or contributed to by the business. Employees are encouraged to report any complaints or grievances directly to the Human Resource department. When issues are reported, an internal committee may be formed or delegated to conduct a thorough investigation. This committee is tasked with evaluating the reported issues and ensuring their timely resolution.

In collaboration with Senior Management, the internal committee recommends appropriate solutions for the concerns raised. HBL is committed to ensuring that no retaliation or reprisal will be taken against any employee or associate who raises concerns in accordance with the grievance policy. This approach underscores the company's commitment to upholding human rights and fostering a supportive workplace environment.

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

HBL is committed to upholding human rights and has established mechanisms to address grievances related to human rights issues effectively. Recognizing the important role businesses play in safeguarding human rights, the company ensures that its employees, communities, contractors, and suppliers are protected. The key mechanisms in place include:

1. **Grievance Redressal Policy:** This policy aims to foster a harmonious work culture and cohesiveness among employees by ensuring prompt resolution of grievances. It builds mutual trust and supports the performance growth of both employees and the organization.
2. **Prevention of Sexual Harassment (POSH) Policy:** An Internal Complaints Committee (ICC) has been established to address and resolve complaints of sexual harassment, ensuring a safe and respectful workplace environment.
3. **Whistleblower Policy:** HBL provides an effective whistleblower mechanism that allows employees to freely report concerns about illegal or unethical practices without fear of retaliation.

**Grievance Handling Process:**

- Employees and affiliates are encouraged to report complaints or grievances directly to the Human Resource department.
- A dedicated internal committee is established to investigate reported human rights violations. This committee carefully evaluates the issues and ensures prompt resolution.
- In consultation with the HR department, the committee recommends appropriate remedies to effectively address grievances.
- The company ensures that no retaliatory action will be taken against any employee or affiliate for raising concerns under these policies.

Through these mechanisms, HBL demonstrates its commitment to creating a supportive and ethical workplace where human rights are respected and protected.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	No complaints filed during the year			No complaints filed during the year		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No Complaints filed during the year	
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. HBL is dedicated to ensuring a safe and respectful workplace, particularly in cases of discrimination and harassment. The company has established robust mechanisms to prevent adverse consequences for complainants, including:

1. Confidentiality Assurance: All grievance proceedings are conducted with the highest level of confidentiality. Personnel involved in the process are mandated to keep all information and documentation strictly confidential, safeguarding the privacy of the complainant.
2. Internal Complaints Committee (ICC): An independent committee has been constituted to consider and address grievances, making impartial decisions and actions without external influence. This committee operates with transparency and integrity, ensuring a fair investigation.
3. Prohibition of Retaliation: The company strictly prohibits any form of retaliation or reprisal against individuals who report grievances. HBL's policies ensure that complainants are protected from any negative repercussions as a result of their participation in grievance proceedings.

4. **Behavioral Standards:** The company enforces strict standards against harsh or offensive behavior during grievance proceedings. Any misconduct is treated seriously under the organization’s disciplinary policies, with stringent actions taken against those who engage in unethical conduct.

These measures reflect HBL’s commitment to maintaining a respectful and supportive workplace, ensuring that individuals feel safe to report concerns without fear of adverse consequences.

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

Yes, human rights requirements are integral components of HBL’s Supplier Code of Conduct. The company is committed to ensuring that its suppliers adhere to internationally recognized human rights standards and implement them in all business activities within their sphere of influence. The use of forced or compulsory labor is strictly prohibited.

To be considered part of HBL’s value chain, suppliers must comply with 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.

These requirements ensure that suppliers support HBL’s commitment to ethical practices and human rights. For more information, the Company’s Supplier Code of Conduct can be accessed via the following link: [HBL Supplier Code of Conduct](#).

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% % of our plants are assessed by Statutory bodies, external customer audits, certification agencies and regulatory authorities. ISO- major plants
Forced/involuntary labour	
Sexual harassment	
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.

During the year, HBL did not record any human rights violations, and as a result, there have been no modifications or introductions of business processes specifically in response to addressing human rights grievances or complaints. Our existing policies and processes continue to uphold and safeguard human rights effectively, ensuring that any potential issues are managed proactively and comprehensively. HBL remains committed to monitoring and enhancing our practices to maintain a respectful and compliant workplace environment.

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

All our policies are defined and designed to protect the value of human rights. 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, our premises are accessible to differently abled visitors, with facilities like ramps, lifts, and handrails, complying with the Rights of Persons with Disabilities Act, 2016.

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 environmental impact of value chain partners' activities. HBL's Supplier Code requires all suppliers and value chain partners to comply with local socio-environmental regulations. This framework ensures alignment with HBL's ESG commitment. This approach underscores our dedication to responsible environmental practices and sustainability across our value chain.
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.

No significant risks were identified based on the above assessments.

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 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	7.33*	3.55
Total fuel consumption (B)	41.57	26.15
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	48.90	29.70

Parameter	FY 2024-25	FY 2023-24
From non-renewable sources		
Total electricity consumption (D)	196.94	208.03
Total fuel consumption (E)	50.97	77.42
Energy consumption through other sources (F)	0.87	2.98
Total energy consumed from nonrenewable sources (D+E+F)	248.98	288.43
Total energy consumed (A+B+C+D+E+F)	297.68	318.13
Energy intensity per rupee of turnover (Total energy consumption (TJ)/Turnover in Lakhs)	0.0015	0.0014
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.03	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	-	-

Improvement as result of enhanced Renewable energy consumption during the current year

**Purchase Power Parity (PPP) source : <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

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.

- 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

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	25000	22000
(ii) Groundwater	214843	218227
(iii) Third party water	21292	16287
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	261135	256514
Total volume of water consumption (in kiloliters)	261135	247226



Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover (Total water consumption in KL / Turnover in Lakhs)	1.34	1.11
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	27.72	22.63
Water intensity in terms of physical output	Common physical output is not feasible as the company has diversified product portfolio	
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

4. Provide the following details related to water discharged:

Our Manufacturing facilities are Zero liquid discharge plants hence not applicable.

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	0	0

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.

Yes, HBL has implemented a mechanism for Zero Liquid Discharge (ZLD) across all its manufacturing plants. This initiative is part of the company's commitment to sustainable water management practices. Each plant is equipped with both effluent treatment plant (ETP) and sewage treatment plant (STP) facilities, ensuring that all wastewater generated during manufacturing processes is thoroughly treated and recycled. These measures are designed to prevent any liquid discharge into the environment, thereby promoting water conservation and minimizing the environmental impact of HBL's operations.

The ZLD system effectively manages and treats wastewater, enabling the organization to reuse water within its processes and contribute to sustainable resource management. This approach not only ensures compliance with regulatory requirements but also underscores HBL's dedication to environmental stewardship and responsible manufacturing practices.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/nm3	NA*	NA*
SOx	mg/nm3	NA	NA
Particulate matter (PM)	mg/nm3	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify		NA	NA

*Data is as per air emission monitoring requirement given in consent for operation & in compliance with Pollution Control Board (PCB) norms

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 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7462.88	9893.83
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	39770.14	46808.32
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions (MT) / Turnover in Lakhs)	Metric tonnes of CO2 Equivalent	0.24	0.21
Energy intensity per rupee for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	5.01	4.28
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Common physical output is not feasible as the company has diversified product portfolio		
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.

The company is committed to reducing greenhouse gas emissions through several strategic initiatives. We focus on integrating renewable energy, primarily solar power, to decrease reliance on fossil fuels and lower their carbon footprint. Transitioning to biomass boilers, which use organic materials like wood chips, provides a more sustainable heating option. The company also enhances energy efficiency in manufacturing by adopting advanced technologies and optimizing equipment. Exceeding greenery coverage norms at manufacturing sites aids in carbon sequestration. These efforts demonstrate the company's dedication to sustainability and environmental stewardship.



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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	142	186
E-waste (B)	1.55	4.29
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	2282.73	2704
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2632.65	2077
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	157	232
Total (A+B + C + D + E + F + G + H)	5216.19	5203
Waste intensity per rupee of turnover (Total waste generated (MT)/Turnover in Lakhs)	0.03	0.01
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.55	0.38
Waste intensity in terms of physical output	Common physical output is not feasible as the company has diversified product portfolio	
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	1448.95	343.38
(ii) Re-used	1341.14	1507.20
(iii) Other recovery operations	3.67	0
Total	2793.76	1850.58
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	235.90*
(iii) Other disposal operations	2422.43	1483.03
Total	2422.43	1718.93

*Includes Safely disposed to Authorized recyclers for landfilling

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.

HBL has adopted comprehensive waste management practices to uphold environmental sustainability and minimize the ecological impact of its operations. The company's approach involves systematic categorization and disposal of waste, ensuring compliance with regulatory standards set by Pollution Control Boards and other authorities.

Waste Management Practices:

1. **Categorization and Disposal:** Waste is meticulously categorized into hazardous and non-hazardous types, with specific disposal methods tailored to each category. This ensures that all waste is managed responsibly and in accordance with legal requirements.
2. **Focused Improvement Projects (FIPs):** HBL has initiated FIPs aimed at reducing waste generation at its source. These projects focus on process optimization to minimize waste production and enhance operational efficiency.
3. **Centralized Scrapyard:** Manufacturing locations maintain centralized scrapyards to facilitate the proper segregation and disposal of waste. This system aids in organized waste management and prevents environmental contamination.
4. **Dedicated Scrap Management Team:** A specialized team is tasked with overseeing scrap management. This team conducts regular awareness training sessions to educate employees about effective waste management practices.
5. **Comprehensive SOPs:** HBL has developed detailed Standard Operating Procedures (SOPs) for waste management, providing clear guidelines on waste handling, segregation, and disposal.
6. **Employee Awareness and Training:** The company prioritizes employee education through virtual and classroom training sessions. These sessions cover topics such as waste generation, disposal methods, and the impact on health, safety, and the environment.
7. **Third-Party Waste Accountability:** HBL ensures that wastes sold to third parties are accounted for, maintaining transparency and accountability in its waste management processes.

Reduction of Hazardous and Toxic Chemicals:

HBL is committed to reducing hazardous and toxic chemicals in its products and processes, prioritizing safer manufacturing practices. The company regularly updates its strategies to minimize chemical usage, supported by ISO certifications at its manufacturing sites, indicating compliance with high environmental management standards. These efforts underline HBL’s commitment to responsible waste management and environmental stewardship, promoting sustainability and community well-being.

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.
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Not Applicable, The Company does not have operations in Ecologically sensitive areas.

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
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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
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Not Applicable

The Company is compliant with all applicable environmental laws/regulations/guidelines.

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:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)	HBL manufacturing units are not located in water stress areas.	
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)	HBL manufacturing units are not located in water stress areas.	
(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		
Total water discharged (in kiloliters)		

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover	-	Not Available	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

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

No

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

Not Applicable, The Company does not have operations in ecologically sensitive areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Alkaline/ acidic fumes scrubbed effectively improving the 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
3	Control the fumes	Wet scrubbers Re conditioning done	Fumes controlled
4	Control Emission	Re conditioning of Boiler	Emission controlled
5	Process Improvement in Effluent treatment	Integrated Reverse Osmosis (IRO) Service done	Improved Effluent recycling
6	Process Improvement in Effluent treatment	Decentralized Effluent Evaporation (DEE) Service done	Improved Recovery of Condensate water

5. 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.



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

The company expects its value chain partners to comply with local laws and establish measurable objectives and targets for enhanced environmental performance. These objectives are periodically reviewed to ensure their ongoing relevance and effectiveness in promoting sustainability and minimizing environmental impact

7. 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. HBL's Supplier Code requires all suppliers and value chain partners to comply with local socio-environmental regulations. This framework ensures alignment with HBL's commitment to high 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 (2024-25)		

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
Not Available					

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
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Not applicable as there were no projects undertaken that required an SIA in the current financial year.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
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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.

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

	FY 2024-25	FY 2023-24
Directly sourced from producers MSMEs/small	34.24%	39.94%
Directly from within India	73.79%	85.98%

4. 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*	FY 2023-24
Rural	48.74%	41.23%
Semi-urban	10.12%	8.91%
Urban	0.97%	0.81%
Metropolitan	40.17%	49.05%

*Workings based on RBI Classification

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
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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 ₹)
1	Andhra Pradesh	Vizianagaram, Vizag Districts	₹82.09 Lakhs (as of March 31, 2025)



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
	<p>CSR Project: To provide support for achieving complete physical, psychological, and social development of the children between 3 - 6 yrs of the village Anganwadies as per ICDS guidelines. HBL chose development of villages and the Children residing in the surrounding villages within 10 kms radius as our Focus and Target beneficiaries, as they are the future of the Society. Scope of our operations :</p> <ul style="list-style-type: none"> to provide additional supplementary nutrition to conduct, coordinate facilitation of Health & Nutrition education program through monthly meetings. to provide health check-ups for all the children to provide additional facilities such as teaching learning material, play school material and also to provide training to the teachers periodically. <p>Objectives:</p> <ul style="list-style-type: none"> to improve the nutritional and health status of children in the age group of 3-6 yrs. to reduce the incidence of mortality, morbidity, malnutrition and school dropouts. to educate and create awareness to the target group regarding Health and Nutrition to lay the foundations for proper psychological, physical and social development of the child through preschool education 	More than 3000 Anganwadi Children	90%

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

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

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 and by utilizing customer portals, HBL collects customer feedback on a monthly basis.

HBL devises and implements corrective measures to address customer concerns effectively. Customer satisfaction trends are meticulously compiled, monitored, and reviewed by 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.

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	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

Aspects	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL		NIL	NIL	
Advertising						
Cyber-security						
Delivery of essential services						
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		

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.

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 the organization.



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

Not Applicable

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 the products it offers. Please refer to weblink <http://cs.hbl.in/nologinsourservices.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 expectations on efficiency 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. Additional user manuals with detailed instructions of unpacking, safety measures/cautions, and equipment installation are provided to customers.

Furthermore, additional details on the safe handling of our products are available through the weblink - <http://cs.hbl.in/docs/batteries/lead/dosdnts.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.

The Company provides services to the Defence & Aviation Industry and it 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.

The Company provides mandatory product information like Product name, batch number, expiry date, and manufacturer address details etc on the product labels as per local regulatory requirements in readable format.

5. 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, The Company does not formally carry out, customer satisfaction surveys but actively collects customer feedback, compiling a comprehensive report to identify areas of concern. The Company also conducts targeted research based on business needs.

6. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - None
- b. Percentage of data breaches involving personally identifiable information of customers- NIL
- c. Impact, if any, of the data breaches - NIL