

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT
SECTION A: GENERAL DISCLOSURES
I Details

1. Corporate Identity Number (CIN) of the Listed Entity	L29191TZ1956PLC000257
2. Name of the Listed Entity	L.G. BALAKRISHNAN & BROS LIMITED
3. Year of incorporation	1956
4. Registered office address	6/16/13, Krishnarayapuram Road, Ganapathy, Coimbatore - 641 006.
5. Corporate address	6/16/13, Krishnarayapuram Road, Ganapathy, Coimbatore - 641 006.
6. E-mail	info@lgb.co.in
7. Telephone	0422 2532325
8. Website	https://www.lgb.co.in
9. Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. The National Stock Exchange of India Ltd
11. Paid-up Capital	₹ 31,39,24,160
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Sri.P.Prabakaran Managing Director p.prabakaran@lgb.co.in 0422 2532325
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).	Disclosures made in this report are on a standalone basis

II. Products/services
14. 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.	Transmission	Manufacture of Transmission Chains for Automotive and Industrial application	83.03%
2.	Metal Forming	Manufacture of Fine Blanking Products for Automotive Sector	16.97%

15. 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.	Transmission	2814	83.03%
2.	Metal Forming	2592	16.97%

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

Location	Number of plants	Number of offices	Total
National	35	29	64
International	1	1	2

17. Markets served by the entity:
(a) Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	30

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

Exports contribute around 11.69% of the total turnover of the entity

(c) A brief on types of customers.

L.G.Balakrishnan & Bros Limited is one of India's leading manufacturer of Automotive & Industrial Chains, Sprockets, Tensioners, Fine Blanking, Forging, Precision Machined Parts, Rubber Parts, Engine assembly and Sub-Assemblies and the Company serves a diversified customer base including Indian and global OEMs. In addition to supply to OEMs, the Company also sells products in the aftermarket.

IV. Employees
18. 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)	2476	2401	97%	75	3%
2.	Other than Permanent (E)	1391	1296	93%	95	7%
3.	Total employees (D + E)	3867	3697	96%	170	4%
WORKERS						
4.	Permanent (F)	492	487	99%	5	1%
5.	Other than Permanent (G)	6284	4685	75%	1599	25%
6.	Total workers (F + G)	6776	5172	76%	1604	24%

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)	2	2	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	2	2	-	-	-

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
		-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18.18 %
Key Management Personnel	5	Nil	Nil

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4%	5%	4%	16%	12%	15%	12%	5%	12%
Permanent Workers	1%	0%	1%	3%	59%	4%	14%	13%	14%

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

21. (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	LGB USA INC	Subsidiary	96.00 %	No
2	GFM Acquisition LLC	Step down Subsidiary	98.47 %	No
3	GFM LLC	Step down Subsidiary	100.00 %	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013. If yes, indicate the Turnover and Network details: Yes

(ii) Turnover (₹ In lakhs) : 1,91,744.95

(iii) Net worth (₹ In lakhs) : 1,34,426.18

VII. Transparency and Disclosures Compliances
23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No, the business of the Company is such that it does not affect the community. However, the Plant head and HR head at the Company's manufacturing facilities engage with the communities located in the vicinity on an on-going basis	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	NA	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	https://www.lgb.co.in/investor-relations/shareholder-grievance-redressal/	0	-	No Complaints Pending	5	-	No Complaints Pending
Employees and workers	https://www.lgb.co.in/wp-content/uploads/2021/08/whistle-blower-policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	https://www.lgb.co.in/about-us/quality/	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	https://www.lgb.co.in/wp-content/uploads/2021/08/whistle-blower-policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Not Applicable						

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, 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	Rationale for identifying 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	Opportunity	Processes and Systems are in place to ensure maximum energy efficiency	The company has installed solar panels for power generation and extensively uses LED lighting for efficient energy Management	Positive Implication The company believes that the cost incurred during this process will help us in the future to reduce the day to day energy costs
2.	Workplace health and Safety	Opportunity	Prevention of work-related Injuries, Health of the employees has a great deal of importance	Provision of safety shoes, goggles and PPE kits to applicable employees. Availability of medical assistance at all times	Positive Implication Employee safety helps in improving performance of employees Providing a safe environment to minimize any accidents and compensation pays.

S. No	Material issues identified	Indicate whether risk or opportunity	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (indicate positive or negative implications)
3.	Quality & Service Delivery	Risk	Minimising any risk associated with reputation, assurance and timely delivery is of utmost importance to the Company. The Company strives to develop long-lasting relationship with its customers	The Company has Implemented ISO 9001:2015 across all verticals and IATF 16949:2016.	Negative Losing customers' confidence may impact on the flow of new orders leading to lower financial performance.
4.	Water-Positive Approach	Opportunity	The Company's operations require a considerable amount of water. Thus, it is even more critical for the Company to strive to reduce water usage and increase reuse in its operations.	NA	Positive Water conservation through efficient usage, treatment of wastewater, reuse/recycle of water result in cost savings
5.	Corporate Governance	Opportunity	For sustainable long-term value creation and to protect the reputation & brand image, it is essential to conduct the business in an ethical, transparent, and accountable manner.	NA	Positive Conducting business in an ethical, transparent, and accountable manner builds trust with various stakeholders such as investors, customers, suppliers etc., which leads to sustainable financial performance.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

S.No	Principal Description
P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment

P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	https://www.lgb.co.in/investor-relations/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.	IATF 16949:2016, ISO 9001:2015, EMS / ISO 14001:2015, OHS / ISO 45001:2018, 9K IQNET, 14K IQNET, 45K IQNET & Star Export House								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of defining an overall ESG strategy with goals and targets.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company systematically monitor important parameters and document them for the purpose of learning and development, aiming to continuously improve its policies.								
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)	<p>The Company is committed to integrating Environmental, Social and Governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles. We have devised our ESG goals and targets along with timelines and purpose.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Sri.P.Prabakaran, Managing Director DIN: 01709564								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, Periodical review is being conducted by Board of Directors.</p> <p>Responsibility for the day-to-day decision making on ESG & wider sustainability related issues is with respective Department/ Functional heads</p>								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	All the policies of the company are approved and reviewed periodically by the board on need basis. During the review process effectiveness is evaluated and the new trends in markets are considered based on which amendments are made as may be necessary.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is placed before the Board of Directors on a quarterly basis.																	
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	No, currently the 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any or all the principles in the financial year

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During quarterly Board / Committee Meetings, all Board / Committee Members and KMPs were updated on a regular basis, by way of presentations which covered, inter-alia,	100.00%
Key Managerial Personnel	4	information on business performance, operations, regulatory updates and compliances, risk Management, health, safety and environment performance, HR and CSR initiatives and such other areas as may arise from time to time.	100.00%
Employees other than BoD and KMPs	895	Training is imparted to employees on various subjects around ESG, Sustainability, well-being, QHSE, ethical/cultural, human rights, skill upgradation, policy, compliance and technical.	100.00%
Workers	133	Workers undergo training on topics such as technical, human rights, QHSE, soft skills, Health & Hygiene etc.	100.00%

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

The Company had no monetary and non-monetary 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 FY2022-23 based on materiality thresholds.

Monetary					
Particular	NGRBC Principle	Name of the regulatory / Enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NA	NIL	NA	NO
Settlement	NIL	NA	NIL	NA	NO
Compounding Fee	NIL	NA	NIL	NA	NO

Non-Monetary					
Particular	NGRBC Principle	Name of the regulatory / Enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NA	NIL	NA	NO
Punishment	NIL	NA	NIL	NA	NO

3. Of the instances given in table 3, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been impugned:

Case Details	Name of the regulatory/ enforcement agencies / judicial institutions
NA	NA

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:

LGB have a detailed anti-corruption or anti-bribery policy, the code of conduct policy compels the employees to be ethical transparent and accountable, the whistle-blower policy enables the employees and external Stakeholders to eliminate malpractices such as bribery and Corruption these policies are applicable to all Directors, KMPs, employees, workers.

<https://lgb.co.in/wp-content/uploads/2023/08/ANTI-BRIBERY-AND-CORRUPTION-POLICY.pdf>

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

	FY 2022-2023 (Current Financial Year)	FY 2021- 2022 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL

	FY 2022-2023 (Current Financial Year)	FY 2021- 2022 (Previous Financial Year)
Workers	NIL	NIL

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

	FY22-23 (Current Financial Year)		FY21-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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:

Not Applicable

LEADERSHIP INDICATORS

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

All direct material suppliers covered business ethics and sustainability programmes and sessions.

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

Yes, the Company's Code of Conduct requires the members of board, and employees to avoid circumstances where their personal interests could conflict with the interests of the Company. The Directors of the Company are required to disclose to the Board, on an annual basis, whether they, directly or indirectly or on behalf of third parties, have material interest in any transaction or matter directly affecting the Company.

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

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the company, respectively.

Type	FY2022-2023 Current Financial Year In lakhs	FY2021-2022 Previous Financial Year In lakhs	Details of improvements in environmental and social impacts
Research & Development (R&D)	0.36	0.38	Development of new technologies and products
Capital Expenditure (CAPEX)	3.66	2.33	Setting up of manufacturing capacity for Industrial Chains and also includes R&D capex for development of such products

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

Yes. The Company has a sustainable procurement policy. All key supply partners sign the Code of Conduct based on sustainable procurement policy at the time of onboarding. The Company has assessed all its key suppliers in terms of the environment, health, safety and sustainability parameters in current financial year

2b. If yes, what percentage of inputs were sourced sustainably?

Not Applicable

3. Describe the processes in place to safely collect, reuse, recycle and dispose after sale and at the end of life for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Since the product, is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle. The Company, however, has environmental Management system, and have operational control procedures to generate, handle, store and disposal of wastes like, E waste, hazardous wastes and other wastes in a safe manner.

4. 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.

Extended Producer Responsibility is currently applicable to LGB's activities. However, waste Management plan of the Company considers the evolving regulations both from a waste minimization and recycling/reuse perspective. LGB also engages its communities to propagate plastic reuse through its energy and resource conservation programs.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web link
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The Company has not conducted any life cycle assessment for the products till date. However, it is planning to carry out the LCA for products in the coming future. However, this process is done by various OEMs.

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
Transmission	Nil	Nil
Metal Forming	Nil	Nil

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Steel, Aluminium	Nil	Nil

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

	FY 2022-23 Current Financial Year			FY 2021-22 FY 2021-22		
	Re-Used	Re-cycled	Safely Disposed	Re-Used	Re-cycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	NIL
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

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
Transmission	Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.
Metal Forming	

PRINCIPLE 3: Businesses should respect and promote the wellbeing 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	2401	2401	100%	2401	100%	-	-	-	-	-	-
Female	75	75	100%	75	100%	75	100%	-	-	-	-
Total	2476	2476	100%	2476	100%	-	-	-	-	-	-
Other Than Permanent Employees											
Male	1296	-	-	1296	100%	-	-	-	-	-	-
Female	95	-	-	95	100%	95	100%	-	-	-	-
Total	1391	-	-	1391	100%	-	-	-	-	-	-

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

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 Workers											
Male	487	487	100%	487	100%	-	-	-	-	-	-
Female	5	5	100%	5	100%	5	100%	-	-	-	-
Total	492	492	100%	492	100%	-	-	-	-	-	-
Other Than Permanent Workers											
Male	4685	-	-	4685	100%	-	-	-	-	-	-
Female	1599	-	-	1599	100%	1599	100%	-	-	-	-
Total	6284	-	-	6284	100%	-	-	-	-	-	-

2. Details of retirement benefits, for current and previous financial years.

Benefits	FY2022-23 (Current Financial year)			FY 2021-22 (Previous Financial Year)		
	No. of Employees Covered As a % Of Total Employees.	No. of Workers Covered As a % Of Total Workers.	Deducted and Deposited with the Authority	No. of Employees Covered As a % Of Total Employees.	No. of Workers Covered As a % Of Total Workers.	Deducted and Deposited with the Authority
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y

Note :- As per the Act it will be applicable 100%.

3. Accessibility of workplaces

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

Yes, LGB has made access friendly environment for differently abled employees / workers and visitors.

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, the Company has Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. We are committed to providing equal opportunities in employment and creating an inclusive workplace and work culture in which all employees are treated with respect and dignity. Workforce diversity is a business imperative, and we will strive to ensure that our workforce is representative of all sections of the society. The policy is available on the Company's intranet.

5. Return to work and retention rates of employees that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Permanent Workers	Yes All employees and workers of the Company have access to grievance redressal mechanism. As part of periodic team/department meetings, an opportunity is provided for employees/ workers to voice any concerns and issues. Each factory has its own HR department, which plays a crucial role in addressing grievances for both employees and workers, ensuring a fair and effective grievance redressal process.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total employees/ worker in respective category (A)	No. of employees/ Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total Employee/ 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	-	-	-	-	-	-
-Male	-	-	-	-	-	-
-Female						
Total Permanent Workers	492	492	100%	512	512	100%
-Male	487	487	100%	507	507	100%
-Female	5	5	100%	5	5	100%

8. Details of training of employees and worker (% to total no. of employees / workers in the category):

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and Safety Measures		On skill upgradation		Total (D)	On Health and Safety Measures		On skill upgradation	
		No (B)	%(B/A)	No (C)	%(C/A)		No(E)	%(E/D)	No(F)	%(F/D)
EMPLOYEES										
Male	2401	2401	100%	2401	100%	2198	2198	100%	2198	100%
Female	75	75	100%	75	100%	76	76	100%	76	100%
Total	2476	2476	100%	2476	100%	2274	2274	100%	2274	100%
WORKERS										
Male	487	487	100%	487	100%	507	507	100%	507	100%
Female	5	5	100%	5	100%	5	5	100%	5	100%
Total	492	492	100%	492	100%	512	512	100%	512	100%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No (B)	%(B/A)	Total (C)	No(D)	%(D/C)
EMPLOYEES						
Male	2401	2401	100%	2198	2198	100%
Female	75	75	100%	76	76	100%
Total	2476	2476	100%	2274	2274	100%
WORKERS						
Male	487	NA	NA	507	NA	NA
Female	5	NA	NA	5	NA	NA
Total	492	NA	NA	NA	NA	NA

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 of such system?
 - Yes. Occupational Health and Safety Management System has been implemented. Our entire manufacturing operations are covered under EOHS standards and certified for ISO 45001 and ISO 14001 Standards.
 - We have taken initiatives to prevent natural resources and employee health through continuous improving Environmental Occupational Health and Safety performance.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 - The Company has implemented Hazard Identification and Risk Assessment (HIRA) framework for identifying potential hazard/risk reduction program are taken up based on the manufacturing activity and risk assessment for elimination/minimizing risk.
 - SHE committee meetings are conducted on regular basis with equal participation from workers, Management and contractors for addressing the safety hazard and risks.
 - Work permit system in place to ensure safety during hazardous and non-routine activities.
 - Annual safety audit through internally and external experts on periodic basis.
 - Safety critical points such as Interlock, Limit switch, Sensor etc checked are covered under PM check list and their working conditions are ensured.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y / N)
- Yes, various mechanism have been implemented to report work related hazard as per ISO 45001: Near Miss report. b) Risk assessment c) Safety Patrol d) Safety suggestion box.
 - Safety Interaction program is available to enable workers to share work related hazard/ risks including unsafe working conditions and unsafe acts.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
- Yes. the employees/works have access to non-occupational medical and health care services such as occupational health centre, ambulance, Doctor and nursing staff being available at plant premises.

11. Details of safety-related incidents during the current financial year.

Safety Incident / Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Zero Lost Time Injury	Zero Lost Time Injury
	Workers		
Total recordable work-related injuries	Employees	Zero	Zero
	Workers		
No. of fatalities	Employees	Zero	Zero
	Workers		
High consequence work-related injury or ill health (excluding fatalities)	Employees	Zero	Zero
	Workers		

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

- LGB has adopted a Management Policy on Environment, Occupational Health and Safety (EOHS) which depicts its commitment to prevent work injury or any health hazard for all its stakeholders.
- When performing work on specified machines, LOTO (Lockout Tagout) procedure have been reinforced for all maintenance staff to avoid unforeseen events and increase the workforce productivity.
- Training and awareness sessions conducted such as fire safety, Road safety, DOJO, 5S, Specific Process Operations Module on Heat Treatment, Quality Inspection, Material Handling, Packing etc.
- Fire Drill and mock drill for emergency preparedness and handling.
- Safety committee members review along with other stakeholders on monthly/quarterly basis to act and confirm with local safety regulations, identify gasps, implement corrective actions, and evaluate the key performance lagging and leading indicators.
- Encouraging timely and effectively reporting and investigation of all incidents and implementing corrective and preventive actions, within a stipulated period.
- Leadership dashboard update on Safety performance.

13. Number of Complaints on the Working Conditions and Health & Safety made by employees and workers:

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessment for the financial year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety practices	100%
Working conditions	100%

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

LGB, acknowledge that timely identification of aps and appropriate corrective action implementation of core for building a responsible and sustainable business. Following are few initiatives and actions taken to bridge the identified gaps during health and safety assessments:

- Improvement of additional engineering control/safety poka yokes based on Risk Management.
- Strengthening the safety training, standards and Work Instruction to ensure adequate risk awareness.
- Leak Detection system with alarm arrangement for chemical storage premises.
- Roof lifeline system installed in entire roof coverage area.
- Dust Extraction system in applicable areas.
- Acoustic enclosure for applicable equipment of high noise generation.
- Anti-slippery mats in applicable working tables and floor area.
- Moving alarm and Reverse movement indication lights in forklifts.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) employee (Y / N) (B) worker (Y / N)

Company Covers under GPA (AS per applicability) for all employees / workers in the event of accidental death. LGB extends compensatory package to employees/workers in the event of death as per policy.

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

The Company monitors remittance of statutory dues are paid by relevant value chain partners. Evidence regarding actual transfer of dues is collected and timely payment of dues is ensured. Our internal audits also check on this aspect on a sample basis and if any concern is identified, the same is addressed immediately.

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

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes

5. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety practices	100% of direct material suppliers
Working conditions	100% of direct material suppliers

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

Nil

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

Essential Indicators

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

The Company firmly believes that for achieving its sustainability goal of all-round growth and development, stakeholders play a key role. At LGB, we want to create long term value for all our stakeholders by building a better, sustainable tomorrow.

The Stakeholder groups are identified based on the nature of their engagement with the Company. The main stakeholders are those who directly and indirectly benefit from the business operations and activities as well as those with whom we regularly communicate for the purpose of reporting, establishing relationships, conducting business, etc. There are both internal and external groups of stakeholders

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group. (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Notice boards, Intranet	Regular	Employee satisfaction Talent retention Remuneration and other employee benefits Grievance resolution Diversity and equal opportunity Safety, health and well-being
Vendors/ contractors	No	Supplier meets Emails Plant visits Discussion meetings	Regular	Cost, Timely delivery Ethical behaviour, Product quality Health & safety
Regulatory bodies and government agency	No	Emails, meetings	Periodically	Legal / regulatory/ statutory updated & compliances
Customers	No	Website, Email, one-on-one meetings, video conference and forums	Regular	product quality and time delivery Customer satisfaction and opportunities for improvements. Customer complaints (if any)
Shareholders	No	Email, Website, Newspaper	Regular	Dividend Updates and performance progress of the entity
Communities	No	Email, Website, Newspaper	Periodically	CSR Community engagement

LEADERSHIP INDICATORS

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

Feedback/grievances, if any received from various stakeholders are updated to the Board based on relevance by respective functional heads.

- 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. Materiality assessment and stakeholder inputs are taken forward to identify material topics of concern on ESG topics. Based on the significance of these concerns, strategy development, policy formulation and monitoring mechanisms are developed and implemented

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

The Company recognizes the importance of addressing the concerns of vulnerable and marginalized stakeholder groups, and we have implemented various programs and initiatives through our Corporate Social Responsibility (CSR) efforts to support these communities.

Our CSR initiatives are strategically designed to address the specific needs of these groups and other community members.

For more information, please refer the Corporate Social Responsibility (CSR) Section of this Annual Report.

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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	%(B/A)	Total (C)	No. of employees/workers covered (D)	%(D/C)
EMPLOYEES						
Permanent	2476	2476	100%	2274	2274	100%
Other than permanent	1391	1391	100%	1429	1429	100%
Total Employees	3867	3867	100%	3703	3703	100%
WORKERS						
Permanent	492	492	100%	512	512	100%
Other than permanent	6284	6284	100%	7719	7719	100%
Total Workers	6776	6776	100%	8231	8231	100%

2. Details of employees and workers in terms of minimum wages paid:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	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	2401	-	-	2401	100%	2198	-	-	2198	100%
Female	75	-	-	75	100%	76	-	-	76	100%
Other than permanent										
Male	1296	1296	100%	-	-	1332	1332	100%	-	-
Female	95	95	100%	-	-	97	97	100%	-	-
Workers										
Permanent										
Male	487	-	-	487	100%	507	-	-	507	100%
Female	5	-	-	5	100%	5	-	-	5	100%
Other than permanent										
Male	4685	4685	100%	-	-	6095	6095	100%	-	-
Female	1599	1599	100%	-	-	1624	1624	100%	-	-

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in ₹)	Number	Median remuneration / salary / wages of respective category (in ₹)
Board of Directors (BoD)	6	1,20,000	2	1,65,000
Key Managerial Personnel	5	57,98,000	NIL	NA
Employees other than BoD and KMP	3,695	2,64,816	170	2,09,376
Workers	5,172	1,99,140	1,604	1,99,140

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

Yes, the Internal Complaints Committee and the human resources departments are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

All employees and workers of the Company have access to grievance redressal mechanism. As part of periodic team/department meetings, an opportunity is provided for employees/ workers to voice any concerns and issues. Each factory has its own HR department, which plays a crucial role in addressing grievances for both employees and workers, ensuring a fair and effective grievance redressal process.

6. Number of Complaints made by employees and workers on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues.

Particulars	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced labour/ involuntary Labour Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company has implemented mechanisms to prevent adverse consequences to complainants in discrimination and harassment cases. The Company's Human Rights Policy ensures a work environment free from discrimination and harassment. The Whistle Blower policy allows the employees to report incidents which are unethical or discriminatory. The Company also has an Internal Complaints Committee for the protection of women at workplace.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

9. Assessments for the year:

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

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

LGB has no such significant risks/concerns arising from the assessment.

LEADERSHIP INDICATORS

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

Nil.

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

NIL

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, Accessible Provisions Available.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labor	The Company has Internal Monitoring Mechanism compliance for all relevant local laws and policies pertaining to these issues at 100%. There have been no observation by local statutory authorities/external parties during the year.
Forced / involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above. - Not Applicable

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

ESSENTIAL INDICATORS

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

Units in Giga Joules

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) from EB	300672	293886
Total fuel consumption (B) from DG Set	4946	4594
Energy consumption through other sources (C) from Wind +Solar - Units in Lacs	47052	45000
Total energy consumption (A+B+C)	352670	343480
Energy intensity per rupee of turnover (Total energy consumption/turnover in INR Rupees) MWh/INR Rupees	46.47 MWh/ Rs 1 Cr Turnover	47.29 MWh/ Rs 1 Cr Turnover
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. No

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

Not applicable

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Water withdrawal by source(in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	150754	143027
(iii) Third-party water	48705	52160
(iv) Seawater / desalinated water	0	0
(v) Others (rainwater)	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	199459	195187
Total volume of water consumption	199459	195187
Water intensity per rupee of turnover (Water consumed in litres / turnover)	0.956 KL/ Lakhs of Turn Over	0.972 KL/ Lakhs of Turn Over
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 independent assessment/evaluation/assurance has been carried out by any external agencies.		

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

Yes. LGB manufacturing facilities implemented Zero Liquid Discharge (ZLD) system, since all the effluent water generated due to industrial process are treated onsite. This is ensured through ZLD which are advanced wastewater treatment methods that are installed. The entire treated water is recycled and reused for process.

The Company equipped with Sewage Treatment Plant (STP) advanced water treatment methods are installed and treated sewage is 100% used for Gardening and Green Belt Development within plant premises.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NO _x	mg/Nm ³	73.766	52.953
SO _x	mg/Nm ³	6.266	9.814
Particulate matter (PM)	mg/Nm ³	22.271	21.893
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.			
No independent assessment/evaluation/assurance has been carried out by any external agencies.			

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	7,767.24	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	46,214.66	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ eq/ Lakh	0.26	-
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 independent assessment/evaluation/assurance has been carried out by any external agencies.

7. Does the entity have any project related to reducing greenhouse gas emission? If yes, provide details.

LGB acknowledges its commitment towards reducing environmental footprint, especially reducing GHG emission and the company has taken several initiatives on clean technology, energy efficient, renewable energy and sustainability development such as generation of electrical through Solar in the manufacturing plants & facilities. The company has 22 windmills and solar with total capacity of 10.51 MW and the generated units were used for captive production. Total renewal energy consumption increased for production activity from 125 Lakhs units in 2021-2022 to 130.70 Lakhs units 2022-2023.

Energy efficiency measures:

- Installation of energy efficient machine with safety interlocking systems.
- Conventional lights replaced with LED lights and natural day light in most of our buildings.
- High Volume Low Speed (HVLS) fan installed in the shop floor area to reduced high power consumption.
- VFD system installed in higher capacity motors to conserve energy.
- Thyristor controls installed in furnace heaters to maintaining the desired temperature.
- Thermography study conducted through competent agency in electrical system to eliminating over heating of electrical equipments.
- Inverter type 3 Star/5 Star Split AC using in office area.
- Time switches installed at various places for automatic control of streetlights

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	63.83	70.61
E-waste (B)	0.61	12.61
Biomedical waste (C)	0.01	0.01
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) (G)	1809.71	1797.75
Other non-hazardous waste generated (Metal, wood, paper / cardboard, textile waste, kitchen oil, mixed waste, garden waste, glass waste, thermocol, rubber, STP sludge) (H)	19723.17	20026.09
Total (A+B + C + D + E + F + G + H)	21597.33	21907.07
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	19885.69	20196.95
(ii) Reused	0	0
(iii) Other recovery operations	0	0
Total	19885.69	20196.95
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Incineration	0.01	0.01
(ii) Landfilling	0	0
(iii) Other disposal operations	1711.64	1710.11
Total	1711.65	1710.12

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 independent assessment/evaluation/assurance has been carried out by any external agencies.

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

- LGB has adopted 3R principle (Reduce, Reuse and Recycle) to effectively manage and reduce its waste generation.
- Adequate training is provided to all employees for identifying and disposal of Bio- degradable, Non-biodegradable and hazardous waste.
- Colour code waste collection bin system in place.
- All waste is segregated safety and stored in the dedicated storage premises without spillage. The waste is disposed to authorised waste handler for recycling and co processing. The quantity of waste generated and disposed of is monitored and record are maintained. This data is reviewed periodically, and waste reduction activities initiated are monitored.

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

S. No.	Location of operations/offices	Type of operations If no, the reasons thereof and corrective action taken, if any.	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
None of L. G. Balakrishnan & Bros Ltd manufacturing facility nor offices are in or around ecologically sensitive zone.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable since EIA not attracted for our Industry categorization.					

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

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
LGB adheres to all applicable environmental laws and regulations and no case of non-compliance was registered during the reporting period.				

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format: (units in (Gigajoules))

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) from Windmill	31259	29776
Total fuel consumption (B)	0	0
Energy consumption through other sources (C) from Solar	15793	15224
Total energy consumed from renewable sources (A+B+C)	47052	45000
From non-renewable sources		
Total electricity consumption (D) from EB	300672	293886
Total fuel consumption (E)	0	0
Energy consumption through other sources (F) from DG Set	4946	4594
Total energy consumed from non-renewable sources (D+E+F)	305618	298480
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. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Nil	Nil
No treatment	-	-
With treatment - please specify level of treatment	-	-
(ii) To Groundwater	Nil	Nil
No treatment	-	-
With treatment - please specify level of treatment	-	-
(iii) To Seawater	Nil	Nil
No treatment	-	-
With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	Nil	Nil
No treatment	-	-
With treatment - please specify level of treatment	-	-
(v) Others	Nil	Nil
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 assessment was carried out by any external agencies, however internal control points are adhered to keep track of data.		

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

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

(i) Name of the area Not Applicable

(ii) Nature of operations Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA
Note: Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency. No independent assessment/evaluation/assurance has been carried out by any external agencies.		

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6977.32	-
Total Scope 3 emissions per rupee of turnover	tCO ₂ eq/ Lakh	0.03	-
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 independent assessment/evaluation/assurance has been carried out by any external agencies.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable, as none of the company's facility is in ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary) Outcome of the initiative	Outcome of the initiative
1.	Recycling treated effluent	Recycling of treated process effluent from ETP through followed by Ultra Filtration (UF) & Reverse Osmosis.	Water Conservation
2.	Water Conservation	Reduction of raw water consumption in canteen through process improvements.	Reduction in freshwater withdrawal and increased of recycled water in the plant operation.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary) Outcome of the initiative	Outcome of the initiative
3.	Recovery/ Reclamation	Reclamation of coolant oil through oil filtration process.	Oil waste reduction.
4.	Waste Management	Non-recycle wastes are diverted to co-processing in cement kilns. Recycle wastes like, Steel, E-Waste, Packing material and plastic are sold for recycling.	In total 1711.635 MT of non-recyclable waste were diverted from landfill and sent to co-processing units. In total 19885.687 MT of waste like cardboard and plastic were sold to PCB Authorised Rcycler.
5.	Renewable energy	Offsite wind captive generation	Reduction of climate change by having 13.34% of energy through renewable power. Though this we have reduced around 12,285 tons of CO2 Eq. in the current year.

7. Does the entity have a business continuity and disaster Management plan?

LGB has an emergency procedure integrated into its Management system for dealing with emergency situations, minimizing hazard to environment and human health. A list of potential emergency situations has been identified and the roles and responsibilities of all concerned personnel are also defined to handle the emergencies effectively. The safety officer is responsible for mock drills which are conducted at 6 months intervals whereas fire drills are conducted at 2 months intervals or as per plan to evaluate emergency preparedness. Training and awareness sessions are conducted for the employees and emergency handling teams to prepare them for actual emergency situations.

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

Nil.

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

We are, at present, looking into formulating a supply chain program to assess social and environmental practices of our supplier. Our supplier audit questionnaire comprises of Health, Safety and Environmental section, wherein requirements pertaining to environmental Management systems are also being verified.

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.

LGB has affiliations with 10 trade and industry associations.

- b. List of 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.	Confederation of Indian Industry	National
2.	Federation of Indian Chamber of Commerce and Industry.	National
3.	Federation of Indian Export Organisation	National
4.	Indian Chamber of Commerce and Industry	National
5.	Indian Machine Tools Manufactures Association	National
6.	Indian Wind power Associations	State
7.	International Auto Manufacture Federation	National
8.	Indo America Chamber of Commerce	National
9.	Indo German Chamber of Commerce	National
10.	Indo Srilanka Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable as there were no issues related to anti-competitive conduct by LGB or adverse orders from regulatory authorities		

LEADERSHIP INDICATORS

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

Sr. No.	Public Policy advocated	Method restored for such advocacy	Whether information in public Domain (Yes / No)	Frequency of review by Board (Annually / Half yearly / Quarterly /Others-Please Specify)	Web Link if available
	NIL	NIL	NIL	NIL	NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and brief detail of the project	SIA Notification-Number	Date of Notification	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
None of the projects undertaken by the Company in FY 2022-23 required Social Impact Assessments (SIA).					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Sr. No	Name of the project fo which R&R is going	State	District	No. of Projects Affected families (PAFs)	% of PA Fs covered by R&R	Amount paid to PA Fs in the FY (in INR)
Not applicable						

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

Our communities are integral to our growth and thus there are forums and mediums to receive their feedback. The Company has regular interactions with community members to discuss the aspirations and concerns of the local communities, not just relating to the impact of the Company's operations but also related to their overall well-being. Initiatives are then designed to address these aspirations and concerns as a part of our social commitment. Committee consisting of members from various departments viz. administration, CSR, operations etc. is formed which receives the concerns (if any, and in written/verbal) and works towards its redressal.

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

	FY 2023-2022 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly sourced from MSMEs / small producers	12.06%	11.52%
Sourced directly from within the district and neighboring districts	Yes, sourced directly from within the district and neighbouring districts.	

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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 INR lakhs)
1	Tamilnadu	Multiple District	209.72
2	Meghalaya	Meghalaya	5.00
3	Maharashtra	Jalna	18.41
4	Karnataka	Bangalore	2.00

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

Sr. No.	Intellectual Property based upon 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.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR project	No. of persons benefitted from CSR projects (1)	% of beneficiaries from vulnerable and marginalized groups (2)
1.	Promoting Education	738	100%
	Government school building - Renovation	1000	
	Preventive Health Care	50	
	Promoting Sports	25	
	Rural Development	1500	

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

ESSENTIAL INDICATORS

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

LGB has well established customer complaint handling standard operating procedures. Given the B2B focus, all customer complaints & feedback are initially received by the sales teams. Depending on the nature of the complaints/feedback, they are escalated to the relevant functional teams. The Company strives to resolve customer complaints within the time bound manner as per the defined technical and quality procedures.

All complaints are recorded and proactive efforts are made to ensure any issues identified as part of the customer complaints/ feedback are addressed to avoid similar issues arising in the future.

2. Turnover of products / services as a percentage of turnover from all products / services that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and / or safe disposal.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices, unfair trade practices

	FY22-23* (Current Financial Year)		Remarks	FY21-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cybersecurity	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	0	NIL
Forced recalls	0	NIL

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

Yes, the Company has an Information Security Policy in place which ensures that all employees within the organisation's domain abide by the provisions of the policy regarding the security of data stored digitally within its boundaries. It is also the commitment of the organisation to ensure information is kept confidential and secured. The policy is available on the Company's intranet.

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).	LGB website having all the information related to the products and business and can be accessed at https://www.lgb.co.in/products/
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	All specifications on safe and responsible usage of our products is made available in the packaging or information label attached to each products. Since the products of the Company are directly supplied to the OEMs the Company has limited scope for informing and educating the end user about the safe and responsible usage of its products.
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	Not applicable
4.	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	The Company displays all relevant information on the product, as required under Legal Metrology Act, 2011
5.	Provide the following information relating to data breaches:	
	a. Number of instances of data breaches along-with impact	NIL
	b. Percentage of data breaches involving personally identifiable information of customers	NIL