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L.G. BALAKRISHNAN & BROS LIMITED

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001	National Stock Exchange of India Limited "Exchange Plaza" Bandra Kurla Complex Bandra (E) Mumbai – 400 051
Scrip Code: **500250**	Scrip Code: **LGBBROSLTD**

LGB/SEC/STK-2025 25.07.2025

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-2025

Pursuant to Regulations 34 (2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report of the Company for the Financial Year 2024-2025.

Kindly take the same on record

Thanking You,

Yours faithfully,
For L.G.Balakrishnan & Bros Limited

LAKSHMIKANTH JOSHI

Digitally signed by LAKSHMIKANTH JOSHI
DN: c=IN, o=PERSONAL, pseudonym=bdad2ce63dfa4651ab00c06a40a964b1, 2.5.4.20=2e5bd957e279b5d233d38db1821f48f6acf26ac9fbe8888ef3c377e6360f016f, postalCode=641025, st=TAMIL NADU, serialNumber=92980452ccf49d56ac5ecc5ada8542fadab15e8e96fe2b7ba0fec19ccf536a7c, cn=LAKSHMIKANTH JOSHI
Date: 2025.07.25 12:18:45 +05'30'

M.Lakshmi Kanth Joshi
Senior General Manager (Legal) and Company Secretary

ANNEXURE - I

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	24/03/1956
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, 2024 to March 31, 2025
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	₹ 31,89,24,160
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
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.	Transmission	Manufacture of Transmission Chains for Automotive and Industrial application	83.30
2.	Metal Forming	Manufacture of Fine Blanking Products for Automotive Sector	16.70

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.	Transmission	2814	83.30
2.	Metal Forming	2592	16.70

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	35	29	64
International *	1	1	2

* including subsidiary entities

19. Markets served by the entity:

(a) Number of locations

Locations	Number
National (No. of States)	We supply our products to most of the States in India
International (No. of Countries)	We export our products to about 30 countries

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

Exports contribute around 11.87% 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 supplying OEMs, the Company also sells products in the aftermarket.

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)	2948	2844	96%	104	4%
2.	Other than Permanent (E)	843	728	86%	115	14%
3.	**Total employees (D + E)**	3791	3572	94%	219	6%
			WORKERS			
4.	Permanent (F)	456	444	97%	12	3%
5.	Other than Permanent (G)	8391	6120	73%	2271	27%
6.	**Total workers (F + G)**	8847	6564	74%	2283	26%

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)	5	5	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	5	5	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30 %
Key Management Personnel	5	Nil	Nil

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	23%	19%	17%	19%	17%	13%	12%	4%
Permanent Workers	3%	0%	3%	8%	0%	8%	2%	0%	1%

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	LGB USA INC	Subsidiary	96%	No
2	GFM Acquisition LLC	Step down Subsidiary	98.47%	No

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)
3	GFM LLC	Step down Subsidiary	100%	No
4	LGB Steel Private Limited	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (₹ In lakhs) : ₹ 2,23,207.63

(iii) Net worth (₹ In lakhs) : ₹ 1,86,940.38

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)	FY 2024-25 Current Financial Year			FY 2023-24 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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 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
Investors (other than shareholders)	NA	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	https://www.lgb.co.in/investor-relations/shareholder-grievance-redressal/	2	0	All the Complaints have been duly addressed and resolved	8	0	All the Complaints have been duly addressed and resolved.
Employees and workers	https://www.lgb.co.in/wp-content/uploads/2021/08/whistle-blower-policy.pdf	Nil	Nil	Nil	Nil	Nil	Nil
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						

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

Please indicate responsible material 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	Effective energy efficiency management resulted in several advantages to the Company, such as cost reduction, increased efficiency, enhanced reputation, regulatory compliance, and innovation. By the year 2030, LGB aims to ensure that maximum plants have access to renewable energy.	NA	Positive Implications
2.	Workplace health and Safety	Opportunity	Safety stands as our foremost priority. Our aspiration is to evolve into a zero-accident company, positioning ourselves as a best-in class organisation for safety performance and leadership. While there is ongoing work to attain and sustain our zero-accident goal, we remain unequivocally dedicated to integrating safety into every facet of our operations and cultural fabric resulting into highly dedicated and efficient workforce.	LGB has in place a robust Environment, Health and Safety (EHS) framework driven by the Corporate Safety policy. Employees are trained in EHS practices through regular training programs, the effectiveness of which is tested through regular safety audits at project sites and mock drills at all the plants.	Positive Implication

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	Opportunity	Continuously refining - and enhancing product quality through active feedback collection presents a significant opportunity for us. We are committed to doing business with integrity and play a positive role in building relationships with customers, suppliers and other third parties	Improves its product performance through in house research facility	Positive: Superior and refined product quality leads to customer satisfaction, brand value and loyalty that has a long-term impact on the business
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 recycling /reusing of water in its operations.	We have taken steps to reduce and conserve water across our manufacturing operations through efficient usage, treatment of wastewater, reuse / recycle of water result in cost savings.	Positive, Measures to reduce and conserve water would optimise resource requirement, not just in our operations, but also in the wider communities.
5.	Corporate Governance	Opportunity	LGB has always been ahead of the curve in its governance practices. Good Corporate Governance practices acts as an enabler to the Company towards sustainable profitable growth in long term	NA	Positive Good governance and ethics not only help increase trust among consumers, investors, and other stakeholders, but also help avoid fines, penalties, and other legal implications.

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	All employee related policies are uploaded on the intranet portal of the Company for communication and implementation. Other policies are uploaded on the Company's website in following links: *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, Trustee) 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 & Star Export House								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	LGB have set specific commitments across environmental, social, and governance (ESG) domains, each with defined objectives and timelines to ensure accountability and progress tracking. ESG commitments are deeply integrated into the Company's core values and day-to-day operations.								
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 established internal targets across various functions and regularly monitors progress towards achieving them.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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) The Company aims to create a positive impact on society by fostering inclusivity and diversity. At LGB, we recognize the importance of integrating sustainability into every aspect of our operations. We have made significant progress in reducing our carbon emissions, waste, and water footprint, and we continue to invest in innovative solutions that drive sustainable growth. Our ESG strategy is built on three pillars: e.g., environmental stewardship, social responsibility, and governance. We are dedicated to continuously improving our performance and transparency, and we are committed to achieving our ambitious targets. The Company's commitment to social and community development is exemplified through its community engagement programmes. All the Company's community engagement programmes has been designed around various thematic areas like health, education, skill development and environment to cater the community needs.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Sri.P.Prabakaran, Managing Director DIN: 01709564, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Executive Chairman, Managing Director and Executive Director review the Business Responsibility and Sustainability Performance periodically as a part of the overall Management Review process. They provide valuable direction and guidance to ensure that Safety and Sustainability implications are duly addressed in all new strategic initiatives, budgets, audit actions and improvement plans.								

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	The policies of the Company are reviewed periodically / on a need basis by department heads / directors /board committees / board members, wherever applicable																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in Compliance with all the statutory requirements of principles to the extent applicable. Status of compliance with all applicable statutory requirements is reviewed by the Board on a regular 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 external evaluation was undertaken. However, the processes and compliances are subject to scrutiny by Internal Auditors, and regulators, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management and/ or Board.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness 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	7	During the year, the Board of Directors and Key Managerial Personnel of the Company (including its Committees) had invested time on various updates comprising matters relating to array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.	100.00%
Key Managerial Personnel	7		100.00%
Employees other than BoD and KMPs	1419	We have a comprehensive Learning & Development and Talent Management Team that manages Training Programmes for all employees. Apart from functional trainings we also focus on topics such as Health & Safety, Company Policies & Procedures, Prevention of Sexual Harassment, Soft Skills Development etc	100.00%
Workers	718	Ethics, health and safety, quality system, HR policies and practices, environment, fire drills and safety, prevention of sexual harassment, importance of safety (PPE) tools and safety kits, readiness for accidents and preventive reporting of dangerous occurrences.	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 FY2024-25 based on materiality thresholds.

Monetary					
Particular	**NGRBC Principle**	**Name of the regulatory / Enforcement agencies / judicial institutions**	**Amount**	**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 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
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 has Anti-Corruption and Bribery policy which lays down guidelines for transparent and fair interactions. The same can be accessed on the company's website.

The policy is applicable to all employees, Board of Directors, subsidiaries, and Business Associates (suppliers, contractors, and other key business partners) of the Company and states zero tolerance toward any form of bribery and corruption. As per the policy, employees, Directors, and Company representatives are not permitted to offer or receive bribes in the form of gifts, cash, facilities, or any other manner, either directly or indirectly

URL of the Policy: *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 2024-2025 (Current Financial Year)	FY 2023- 2024 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-2025 (Current Financial Year)		FY 2023- 2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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

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

	FY 2024-2025 (Current Financial Year)	FY 2023- 2024 (Previous Financial Year)
Number of days of accounts payables	63	63

9. Openness of business

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

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023- 2024 (Previous Financial Year)
Concentration of Purchases	Purchases from trading houses as % of total purchases	2%	6 %
	Number of trading houses where purchases are made from	379	136
	Purchases from top 10 trading houses as % of total purchases from trading houses	44%	35 %
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	33.19%	32.66 %
	b. Number of dealers / distributors to whom sales are made	863	877
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	22%	20 %
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.08%	2.22%
	b. Sales (Sales to related parties / Total Sales)	0.93%	1.11%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	8%
	d. Investments (Investments in related parties / Total Investments made)	6.34%	14.83%

LEADERSHIP INDICATORS

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

   We regularly interact with our vendors to facilitate discussions on conducting business in an ethical, transparent and fair manner.

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, we do have a policy in place, viz., the "Code of Conduct for Members of the Board and Senior Management" are formulated and the same has been adopted by the Board of Directors of the Company. The Code of Conduct can be seen at the following web-link:
   https://www.lgb.co.in/wp-content/uploads/2021/08/directors-senior-management.pdf

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	FY2024-2025 Current Financial Year	FY2023-2024 Previous Financial Year	Details of improvements in environmental and social impacts
Research & Development (R&D)	0.75 %	1.48 %	During the financial year under review the Company continued to work on technology upgradation.
Capital Expenditure (CAPEX)	35 %	32.70 %	The Company is making significant investments to improve efficiency of its various operations

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

Yes, the policy covers Business integrity, Employee Health and Safety, Responsible manufacturing, Environment protection and resource conservation.

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

Not Applicable

3. 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.

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 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.

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
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 2024-2025 (Current Financial Year)	FY 2023- 2024 (Previous FinancialYear)
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 2024-2025 (Current Financial Year)			FY 2023- 2024 (Previous FinancialYear)		
	Re-Used	Re-cycled	Safely Disposed	Re-Used	Re-cycled	Safely Disposed
Plastics (including packaging)	NIL	48 MT	NIL	NIL	6 MT	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	2844	2844	100%	2844	100%	-	-	-	-	-	-
Female	104	104	100%	104	100%	104	100%	-	-	-	-
Total	2948	2948	100%	2948	100%	104	100%	-	-	-	-
Other Than Permanent Employees											
Male	728	-	-	728	100%	-	-	-	-	-	-
Female	115	-	-	115	100%	-	-	-	-	-	-
Total	843	-	-	843	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	444	444	100%	444	100%	-	-	-	-	-	-
Female	12	12	100%	12	100%	12	100%	-	-	-	-
Total	456	456	100%	456	100%	12	2.63%	-	-	-	-
Other Than Permanent Workers											
Male	6120	-	-	6120	100%	-	-	-	-	-	-
Female	2271	-	-	2271	100%	2271	100%	-	-	-	-
Total	8391	-	-	8391	100%	2271	27.06%	-	-	-	-

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

	FY 2024-25 Current Financial Year	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	**0.11**	0.11

Please note, the Company has only considered Staff welfare expenses and health insurance premium for the above.

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 (Previous Financial Year)		
	No. of Employees Covered As a % Of Total Employees.	No. of Workers Covered As a % Of Total Workers.	Deducted and Deposited with the Authority	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
Others - please specify	-	-	-	-	-	-

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:

All our facilities and premises are properly equipped with the necessary amenities to make them accessible for differently abled persons.

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.

The company actively promotes diversity and equal opportunity in all aspects of its business operations, ensuring that employees and workers are not discriminated against based on factors such as caste, gender, religion, or cultural background during recruitment and throughout their employment. The policy is available on the Company's intranet.

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

	Permanent Employees		Permanent Workers	
Gender	**Return to Work Rate**	**Retention Rate**	**Return to Work Rate**	**Retention Rate**
Male	-	-	-	-
Female	3	100%	-	-
Total	3	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, Company is committed to provide transparent and safe workplace. The Company has developed a Grievance Redressal System and implemented procedures for receiving and redressing grievances of its workforce. The Company ensures that post receiving of any grievance, proper investigation must happen and implement a time-bound action plan as necessary. To ensure efficiency of the grievance redressal mechanism, authorized person from the Company contact concerned internal stakeholders to verify the outcome and record feedback post resolving the grievance. The Company imparts trainings to its workforce on grievance redressal procedure during induction training and through periodic internal training program.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total employees/ worker in respective category (A)	No. of employees/ Workers in respective category, who are part of associ-ation(s)or Union (B)	% (B / A)	Total Employee/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of associa-tion (s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
-Male	-	-	-	-	-	-
-Female						
Total Perma-nent Workers	456	456	100%	455	455	100%
-Male	444	444	100%	450	450	100%
-Female	12	11	100%	5	5	100%

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

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (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	2844	2844	100%	2844	100%	2541	2541	100%	2541	100%

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (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)
Female	104	104	100%	104	100%	85	85	100%	85	100%
Total	2948	2948	100%	2948	100%	2626	2626	100%	2626	100%
WORKERS										
Male	444	444	100%	444	100%	450	450	100%	450	100%
Female	12	12	100%	12	100%	5	5	100%	5	100%
Total	456	456	100%	456	100%	455	455	100%	455	100%

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

Category	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No (B)	%(B/A)	Total (C)	No(D)	%(D/C)
EMPLOYEES						
Male	2844	2844	100%	2541	2541	100%
Female	104	104	100%	85	85	100%
Total	2948	2948	100%	2626	2626	100%
WORKERS						
Male	444	NA	NA	450	NA	NA
Female	12	NA	NA	5	NA	NA
Total	456	NA	NA	455	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, Health and Safety is of utmost importance to LGB. The Company is certified with ISO – 45001 and ISO 14001 standards at all the plant and office locations.

The Company has a formal health and safety policy and framework, which covers activities across all manufacturing locations, offices. This approach emphasizes the Company's proactive measures to identify and mitigate health and safety related risks, promote a safety-oriented culture, and go beyond compliance with regulatory requirements by implementing leading safety focused practices across end-to-end operations.

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 a comprehensive mechanism to identify work-related hazards and assess risk on a routine basis. For routine activities, a Hazard Identification and Risk Assessment (HIRA) system is in place for all processes. For non-routine activities, work permit system is implemented, and risk assessments are conducted before commencing such work. This process includes identifying risks during shop floor visits by safety team, daily briefings, and periodic meetings with employees and workers to gather their feedback. The workforce at each facility is actively involved in identifying and mitigating work-related hazards.

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

Yes, at LGB, we have a clearly established procedure that enables our employees to report any work-related hazards they come across and to take appropriate steps to remove themselves from such risks. Our Occupational Health & safety policy offers detailed information on this procedure, ensuring that every employee has the necessary knowledge and resources to prioritize their own safety and that of their colleagues. We have various initiatives focusing on reducing hazards, risks, incidents and the Company also adheres to all other health & safety related requirements specified in ISO 45001:2018 Occupational Health and Safety Management Standard.

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

Yes. The Company ensures that its employees have access to non-occupational medical and healthcare services, and all employees are covered under healthcare insurance.

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

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	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:

In our commitment to ensuring a safe and healthy work environment, we have implemented robust safety practices and initiatives across our manufacturing sites. Company's policy on EOHS (Environmental, Occupational, Health & Safety) strengthens the objective of providing safe & healthy working conditions for the prevention of work-related injury and ill health. Strict adherence to the objectives of this policy along with adoption of ISO 14001:2015 and ISO 45001 ensure a safe and healthy workplace. Necessary trainings are imparted to employees, business associates and interested parties to further strengthen the EOHS policy. The Company conducts regular audits to assess and maintain a safe and healthy workplace for its employees.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	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 ensures safety across all its plants through a comprehensive array of measures. This includes prominent safety display boards within the plants, the presence of HIRA sheets outlining division-specific safety protocols, and the implementation of action plans in each division to mitigate near-miss hazards. EHS department imparts training to all employees and monitor the implementation of EHS standards, by employees of company during their working in company. Any deviation are identified promptly and corrective action taken in stage manner depending upon criticality of deviation.

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)

   Yes, the Company has implemented Workman Compensation Policy for any unfortunate event. Further, the Company has put group Mediclaim policy for employees. Company's comprehensive approach to employee/ workers health and well-being underscores its commitment to creating a safe and healthy workplace environment.

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

   LGB value chain partners are responsible for adhering to applicable regulations and consequently for deduction and deposit of statutory dues thereunder. The Company has periodical sales, and other partner meets and regularly impresses its value chain partners to ensure that all statutory dues are not just deducted but also deposited timely.

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 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial year)	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial year)
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.

Not Applicable

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

Essential Indicators

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

The 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.

We at LGB have identified and prioritized our key stakeholders based on their influence on our operations and also our impact on them. Key stakeholder groups have been identified through an internal consultation process conducted during the materiality assessment. These groups are defined as those impacted by our activities, products, and services, and whose actions have a current or potential impact on our business. As a responsible business, we work closely with our communities to understand their needs and build synergies.

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	Need-based/ periodic	Regular update to enhance the employee growth, well-being and safety
Vendors/ contractors	No	In-person meetings, vendor visits or visits to vendor's facility/office, engagement at leadership level	Regular	Business related orientation, technical aspects, strategic plan overview/ action discussion, partnership avenues, product launches

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
Regulatory bodies and government agency	No	Emails, meetings	Periodically	Compliance with applicable requirements and industry standards / submission of reports.
Customers	No	Face to Face meetings plant visits, Trade Shows/ conferences Electronic communication-Emails, messages	Ongoing as and when required	Quality, price, & delivery of products and services, proper communication
Shareholders	No	Emails, Newspaper, Advertisement, website of the Company and Stock Exchanges and General Meetings	Quarterly / Annually/ As or when required	We engage with shareholders and investors to communicate on dividends, financial results, growth opportunities, and stock performance to foster transparency and trust in the Company's performance and future potential.
Communities	No	Direct Corporate Social Responsibility (CSR) initiatives	Need-based	To understand grievances of communities nearby plant premises and support them in meeting their requirements.

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.

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. The Company consistently engages with its key stakeholders in a regular and proactive manner, enabling it to effectively execute its ESG strategies and maintain transparency regarding the outcomes. In line with current needs and stakeholder interactions, the company conducts periodic assessments to update and revise its policies.

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

   The Company continues to engage with the communities around its plant and other areas of presence through various community development programmes. The Company's CSR activities focus on disadvantaged, vulnerable, and marginalized segments of society. The CSR policy is approved and periodically reviewed by the CSR Committee of the Board and aims to optimize the impact on communities and beneficiaries.

   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

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
EMPLOYEES						
Permanent	2948	2948	100%	2626	2626	100%
Other than permanent	843	843	100%	1514	1514	100%
Total Employees	3791	3791	100%	4140	4140	100%
WORKERS						
Permanent	456	456	100%	455	455	100%
Other than permanent	8391	8391	100%	7140	7140	100%
Total Workers	8847	8847	100%	7295	7595	100%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 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	2844	-	-	2844	100%	2541	-	-	2541	100%
Female	104	-	-	104	100%	85	-	-	85	100%
Other than permanent										
Male	728	728	100%	-	-	1344	1344	100%	-	-
Female	115	115	100%	-	-	170	170	100%	-	-
Workers										
Permanent										
Male	444	-	-	444	100%	450	-	-	450	100%
Female	12	-	-	12	100%	5	-	-	5	100%
Other than permanent										
Male	6120	6120	100%	-	-	5273	5273	100%	-	-
Female	2271	2271	100%	-	-	1867	1867	100%	-	-

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (in ₹)	Number	Median remuneration / salary / wages of respective category (in ₹)
Board of Directors (BoD)	7*	1,80,000	3	2,10,000
Key Managerial Personnel	5	1,63,44,000	-	-
Employees other than BoD and KMP	3570	28,098	219	20,326
Workers	6574	18,208	2,283	18,208

* Sri.P.Shanmugasundaram, Sri.V.Govindarajulu and Sri.R.Vidhya Shankar Independent Directors, ceased to be a Directors of the Company effective closing of business hours on August 31, 2024, upon completion of their second term as an Independent Director with the Company

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	15.65%	14.64%

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 department 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.

   The Company regards respect for human rights as a fundamental core value and is dedicated to supporting, protecting, and promoting these rights to ensure fair and ethical business and employment practices. 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 on the following made by employees and worker:

Particulars	FY 2024-25 Current Financial Year			FY 2023-24 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
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced lobour/ involuntary Labour Wages	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

   The Company has a robust mechanism to prevent victimization of complainants and for prevention of discrimination and harassment of the complainants during investigation as well as after the necessary corrective action has been taken as a part of the policies of the Company. The Company recognises the importance of providing a safe environment for employees to come forward and address their concerns without fear of negative consequences. The Company has also established Internal Complaints Committee for the protection of women at workplace. The Committee comprises a diverse group of internal and external members with relevant backgrounds, with well-defined criteria for handling harassment cases.

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

   Yes. The Company is committed to preservation and protection of human rights and the human rights requirements generally form part of business agreements and contracts.

10. 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	

11. 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 in all manufacturing locations.

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 has 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 signifiant 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:

Parameter	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial Year)
From Renewable sources		
Total electricity consumption (A) (Windmill) (GJ)	28850	34574
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (Solar) (GJ)	14850	14602
Total energy consumed from Renewable resources(A+B+C) (GJ)	**43700**	**49176**
From non-renewable sources		
Total Electricity consumption(D) (EB) (GJ)	352447	316879
Total Fuel Consumption (E) (GJ)	-	-
Energy Consumption through other sources(F) (DG Set) (GJ)	4424	4280
Total energy consumed from non-renewable resources(D+E+F) (GJ)	**356871**	**321159**
Total energy consumed (A+B+C+D+E+F) (GJ)	**400571**	**370335**
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	0.0000168	0.0000166
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total energy consumed / Revenue from Operation adjusted for PPP)	0.0003462	0.0003718
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, 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 2024-2025 (Current Financial Year	FY 2023-2024 (Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	179857.26	154089
(iii) Third-party water	59750.04	59457
(iv) Seawater / desalinated water	0	0
(v) Others (rainwater)	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	239607.3	213546
Total volume of water consumption (in kiloliters)	239607.3	213546
Water intensity per rupee of turnover (Total water comsumption / Revenue from Operations)	0.0000100	0.0000096
Water intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total water consumption/revenue from operations adjusted for PPP)	0.0002071	0.0002144
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency No independent assessment/evaluation/assurance has been carried out by any external agencies.		

4. Provide the following details related to water discharged:

Parameter	FY 2024-2025 (Current Financial Year	FY 2023-2024 (Previous Financial Year
Water Discharge by destination and level of treatment (in kilolitres)		
i) To Surface water	0	0
- No Treatment	0	0
- With Treatment - Specify level of treatment	0	0
ii) To Groundwater	0	0
- No Treatment	0	0
- With Treatment - Specify level of treatment	0	0

Parameter	FY 2024-2025 (Current Financial Year	FY 2023-2024 (Previous Financial Year
iii) To Seawater	0	0
- No Treatment	0	0
- With Treatment - Specify level of treatment	0	0
iv) Sent to third Party	0	0
- No Treatment	0	0
- With Treatment - Specify level of treatment	0	0
v) Others	0	0
- No Treatment	0	0
- With Treatment - Specify level of treatment	0	0
Total Water discharged (in kilolitres)	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 independent assessment / evaluation / assurance has been carried out.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? 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. 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.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NO_x	mg/Nm^3	46.04	53.49
SO_x	mg/Nm^3	8.20	6.13
Particulate matter (PM)	mg/Nm^3	11.63	11.44
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.			

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 Equivalent	10,703.92	8,361.07
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 Equivalent	53,644.97	52,183.47
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and 2 GHG emissions/Revenue from operations)	tCO_2 eq / Rs	0.0000027	0.0000027
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO_2 eq / Rs	0.0000556	0.0000580
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No independent assessment/evaluation/assurance has been carried out by any external agencies.

8. Does the entity have any project related to reducing Green House 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 electricity through Solar Plant in the manufacturing plants & facilities. The company has 22 windmills and solar with total capacity of 10.50 MW and the generated units were used for captive production. Total renewal energy consumption for production activity decreased from 142.84 Lakhs units in 2023-2024 to 130.51 Lakhs units 2024-2025.

   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 heater s to maintaining the desired temperature.
   - Thermography study conducted through competent agency in electrical system t eliminating over heating of electrical equipment's.

- Inverter type 3 Start/5 Star Split AC using in office area.
- Time switches installed at various places for automatic control of streetlights

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste **(A)**	138.72	138.18
E-waste **(B)**	7.80	0.29
Biomedical waste **(C)**	8.21	0.005
Construction and demolition waste **(D)**	NA	NA
Battery waste **(E)**	NA	NA
Radioactive waste **(F)**	NA	NA
Other hazardous waste. Please specify, if any. **(G)**	2943.528	1900.51
Other non-hazardous waste generated Please specify, if any. **(H)** (Break-up by composition i.e. by materials relevant to the sector)	22988.0	20820.26
Total (A+B + C + D + E + F + G + H)	26086.26	22859.24
Waste intensity per rupee of turnover (Total waste generated / Revenue from Operations)	0.0000011	0.0000010
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total waste generated/Revenue from operations)	0.0000225	0.0000230
Waste intensity in terms of Physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	23244.167	21049.73
(ii) Reused	0	0
(iii) Other recovery operations	0	0
Total	23244.167	21049.73

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Incineration	8.21	0.005
(ii) Landfilling	0	0
(iii) Other disposal operations / co-processing	2833.88	1809.51
Total	2842.09	1809.51

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.

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.

    - 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, E-waste, Plastic, 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.

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) where environmental approvals 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.
None of L. G. Balakrishnan & Bros Ltd manufacturing facility nor offices are in or around ecologically sensitive zone.			

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
Proposed Expansion of Industrial Buildings for the Manufacturing of Automobile Components in Kariyampalayam Village and Pillaiappampalayam Village, Annur Taluk, Coimbatore District, Tamil Nadu	EC24C3806 TN5876956N	1/8/2025	Yes	Yes	http://environmentclearance.nic.in
Proposed Expansion of Industrial Buildings at SIPCOT Industrial Park – Vallam Vadagal, Vadagal A Village, Sriperumbudur Taluk, Kancheepuram District, Tamil Nadu	EC24C3806 TN5424354N	1/8/2025	Yes	Yes	http://environmentclearance.nic.in

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

LEADERSHIP INDICATORS

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

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

   (i) Name of the area Not Applicable

   (ii) Nature of operations Not Applicable

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source(in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third-party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others (rainwater)	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	NA	NA
Total volume of water consumption(in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed in litres / 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
(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.		

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 CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	6878.99	7201.96
Total Scope 3 emissions per rupee of turnover	tCO_2 eq / Rs	0.0000003	0.0000003
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	0.0000059	0.0000072

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.

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, as none of the company's facility is 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?

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.
3.	Recovery/ Reclamation	Reclamation of coolant oil through oil filtration process.	Oil waste reduction.
4.	Waste Management	Non-recycle wases are diverted to co-processing in cement kilns. Recycle wastes like, Steel, E-Waste, Packing material and plastic are sold for recycling.	In total 2833.88 MT of non-recyclable waste were diverted from landfill and sent to co-processing units. In total 23244.16 MT of waste like cardboard and plastic were sold to PCB Authorised Recycler.

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
5.	Renewable energy	Offsite wind captive generation	Reduction of climate change by having 12.09% of energy through renewable power. Though this we have reduced around 9804 MT of CO_2 Eq. in the current year.

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

   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.

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.

   Nil.

7. 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 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.	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

S. No	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / 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
During the current FY 2024-25, the company has not initiated any projects for which such SIA is required to be undertaken as per the applicable laws.					

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

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directly sourced from MSMEs / small producers	18%	10 %
Directly from within India	18%	10 %

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Rural	34 %	35 %
Semi-Urban	38 %	40 %
Urban	17 %	15 %
Metropolitan	11 %	10 %

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

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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	157.94
2	Karnataka	Bangalore	3.50
3	Maharashtra	Mumbai, Jalna	13.88
4	Meghalaya	Meghalaya	5.00

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	833	100%
	Healthcare Initiatives*	-	
	Rural development *	-	

* The total number of individuals benefiting from the above CSR projects cannot be determined.

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 the following:

	FY24-25 (Current Financial Year)		Remarks	FY23-24 (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.

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches - Nil

   b. Percentage of data breached involving personally identifiable information of customers - NA

   c. Impact, if any, of the data breaches - Nil

LEADERSHIP INDICATORS

1.	Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).	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