

4th September, 2024

To,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001.
Script Code: 513269

To,
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (E), Mumbai - 400 051.
Script Codes: MANINDS

Dear Sir/Madam,

Sub.: Business Responsibility and Sustainability Report for the Financial Year 2023-24.

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year 2023-24.

The BRSR forms part of the Company's 36th Annual Report 2023-24.

This is for your kind information and record.

Thanking you,

Yours faithfully,
For Man Industries (India) Limited

Rahul Rawat
Company Secretary

Encl: As above

ANNEXURE 'B' TO DIRECTOR REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR ENDED MARCH 31, 2024

Annexure - A		
Business Responsibility and Sustainability Reporting by listed entities		
SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021		
SECTION A : GENERAL DISCLOSURES		
I. Details of the listed entity		
S. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1988PLC
2	Name of the Listed Entity	Man Industries (India) Limited
3	Year of incorporation	1988
4	Registered office address	Man House, 101, S. V. Road, Opp. Pawan Hans, Vile Parle (W), Mumbai – 400 056.
5	Corporate address	Man House, 101, S. V. Road, Opp. Pawan Hans, Vile Parle (W), Mumbai – 400 056.
6	E-mail	cs@maninds.org
7	Telephone	022 6647 7500
8	Website	www.mangroup.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE) National Stock Exchange (NSE)
11	Paid-up Capital	32,36,75,940
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Rahul Rawat Designation: Company Secretary Telephone Number: 022 6647 7500 E- mail ID: cs@maninds.org
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).	This report is made on a standalone basis
14	Name of Assurance Provider	NA
15	Type of Assurance obtained	NA

II. Products / Services				
16	Details of business activities (accounting for 90% of the turnover):			
	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1	Manufacturing	Metal and metal products	100

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	Manufacturing of LSAW pipes, spirally welded pipes and coating systems.	24311	100

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	2	2	4
	International	0	1	1

19	Market Served by the entity:		
	a.	Number of locations	
		Locations	Number
		National (No. of States)	8
		International (No. of Countries)	4
	b.	What is the contribution of exports as a percentage of the total turnover of the entity?	55.20%
	c.	A brief on type of customers	The company caters to esteemed clients worldwide. Man Industries (India) Ltd. caters to International clients in the oil & gas industry, petrochemicals, water, dredging & fertilizers. •Domestic Clients: GAIL, IOCL, HPCL, BPCL, ONGC, Reliance, Adani, EIL, BHEL, L&T, Petronet India Ltd. and many more. •International Clients: SHELL, Kinder Morgan, Energy Transfer USA, Kuwait Oil Company, Hyundai Engineering & Construction Ltd., Petro Bangla - Bangladesh, NPCC-Abu Dhabi, PETROBRAS-Brazil and many more.

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)	448	434	96.88%	14	3.13%
	2	Other than Permanent (E)	108	108	100.00%	0	0.00
	3	Total employees (D+E)	556	542	97.48%	14	2.52%

Workers						
4	Permanent (F)	346	342	98.84%	4	1.16%
5	Other than Permanent (G)	1166	1166	100.00%	0	0.00
6	Total workers (F+G)	1512	1508	99.74%	4	0.26%
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)	2	2	0.00	0	0.00
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	2	2	0.00	0	0.00
Differently Abled Workers						
4	Permanent (F)	7	7	100.00%	0	0.00
5	Other than Permanent (G)	2	2	100.00%	0	0.00
6	Total differently abled workers (F+G)	9	9	100.00%	0	0.00

21	Participation/Inclusion/Representation of women:			
		Total	No. and percentage of Females	
		(A)	No. (B)	% (B / A)
	Board of Directors	6	2	33.3
Key Management Personnel	2	0	0	

22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
		FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.16%	0.00	24.16%	37.97%	0.00	37.97%	39.06%	0.00	39.06%	
Permanent Workers	15.83%	0.00	15.83%	9.66%	0.00	9.66%	14.97%	0.00	14.97%	

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

23	(a)	Name 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	Merino Shelters Private Limited	Subsidiary	100	No	
	2	Man Offshore and Drilling Limited	Subsidiary	100	No	

	3	Man Stainless Steel Tubes Limited	Subsidiary	100	No
	4	Man Overseas Metal DMCC	Subsidiary	100	No
	5	Man USA Inc	Subsidiary	100	No

VI. CSR Details

24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (Rs. in Lakhs)	308010.03
	(iii) Net worth (Rs. in Lakhs)	127799.79

VII. Transparency and Disclosure Compliances

25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Communities	Yes	-	-	-	-	-	-
	Investors (other than shareholders) *	Yes	-	-	-	-	-	-
	Shareholders*	Yes	6	-	-	5	-	-
	Employees and workers	Yes	-	-	-	-	-	-
	Customers	Yes	-	-	-	-	-	-
	Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-	
* Details of Investors (including Bond Holders) /Shareholder are covered)								

26	Overview of the entity's material responsible business conduct issues				
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format					
Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and GHG Emissions Management	Opportunity	Assessing the environmental impact of the company's operations and effectively managing energy and fuel consumption is crucial. If these risks are not properly managed, they could negatively affect operations and profitability, attract scrutiny from stakeholders and investors, and influence public perception of the company. Monitoring and regularly reporting on these efforts will demonstrate the company's commitment to sustainability and responsible resource management. As regulatory and compliance demands related to climate change become more stringent, the business needs to adjust to evolving standards by making necessary investments.	-	Positive: Managing GHG emissions enables the company to reduce operational costs through energy efficiency measures, invest in low-carbon systems, foster sustainability, and achieve market differentiation. Additionally, it attracts eco-conscious clients and investors, and helps mitigate regulatory risks and potential fines related to environmental compliance. Investments in energy and emissions management systems and technologies influence our financials, which we recognize as a key aspect of our strategic approach to sustainability and regulatory compliance.
2	Sustainable Product	Opportunity	By adopting sustainable products such as green steel, the company can tap into the increasing demand for sustainable products, attracting environmentally conscious customers and industries. This not only enhances market differentiation but also aligns the company with evolving regulatory standards that prioritize lower carbon emissions. Additionally, using sustainable products can bolster the company's brand reputation as a leader in sustainability, which can lead to stronger customer loyalty and investor interest. Moreover, it opens up opportunities for innovation in product development, allowing the company to create advanced, eco-friendly pipe and tube solutions that meet the needs of a greener economy.	-	Positive: Venturing into sustainable products can lead to higher profit margins by tapping into premium markets and attracting environmentally conscious customers. It can also result in cost savings through regulatory incentives, reduced carbon taxes and improved energy efficiency.

3	Product innovation, safety, and quality	Risk	Issues related to product innovation, quality, and safety can greatly affect our capacity to meet customer demand and create value for stakeholders. Failures in these areas may result in reputational harm, loss of market share and potential legal liabilities.	Quality Management Systems are in place certified by APIQR. The company is ISO 9001:2015, ISO 29001:2020, ISO 14001: 2015, ISO / IEC 17025: 2017, ISO 3834-2:2021, ISO 3183:2019 and ISO 27001:2013 certified.	Negative: Lapses in product innovation, quality, and safety can lead to significant revenue loss and increased costs from recalls and repairs. They may also result in market share erosion, legal liabilities, and diminished brand value.
4	Occupational Health and Safety	Risk	Occupational health and safety incidents present regulatory and reputational risks while also jeopardizing business continuity and employee well-being. Non-compliance can negatively impact operational efficiency and hinder our ability to meet customer demands.	Safety training programs and safety audits are conducted.	Negative: Although maintaining safety standards and investing in safety technology and training involves costs, employee safety remains the top priority. The financial advantages of uninterrupted operations far exceed these costs, ensuring both workforce protection and operational continuity.
5	Supply Chain Management	Opportunity	The current global conflicts and instability have notably disrupted supply chains, creating an opportunity for us to innovate and develop alternative supply chain models. This strategic approach helps us manage uncertainties, gain a market advantage, and optimize production costs. Additionally, there is an increasing need to assess suppliers based on ESG criteria.	-	Positive: Implementing a strong supply chain management strategy boosts operational efficiency and enhances customer satisfaction, fostering sustainable business growth and profitability.
6	Employee Benefits & Development	Opportunity	This boosts efficiency, reduces employee attrition, increases capabilities and creativity within the company, and enhances diversity, thereby improving the customer experience. Additionally, it fosters a more inclusive and innovative workplace culture.	-	Positive: A strong workforce with high engagement, retention rates, and diversity brings new perspectives, experiences, and ideas, fostering innovation and enhancing performance. This positive culture not only boosts organizational performance but also underscores the company's commitment to creating a conducive work environment.

7	Systematic Risk Management	Risk	<p>This ensures financial stability, regulatory compliance, and stakeholder protection. It facilitates business continuity, reputation management, and long-term sustainability by effectively identifying, assessing, and mitigating potential risks. These risks may arise from financial, technological, or lending sources, with the potential to undermine or jeopardize the stability of the overall system.</p>	<p>The Company has a risk management framework for the identification and management of risks. The Company has been following the processes and procedures for assessment and mitigation of various business risks associated with the nature of its operations and such adaptation has helped the Company to a very large extent. In line with the requirement under the SEBI Listing Regulations, the Company has constituted a Risk Management Committee (RMC) comprising of members of the Board and Senior Management personnel. Composition of RMC is provided in the Corporate Governance Report, which forms part of this Report. RMC is entrusted with the responsibility of overseeing strategic, operational and financial risks that the organisation faces, along with the adequacy of mitigation plans to address such risks. The ultimate responsibility for framing, implementing and monitoring the risk management plan for the Company lies on the Board of Directors.</p>	<p>Negative: Failure to address unmitigated risks that could escalate into systemic risks may have detrimental effects on the company's performance. These risks threaten the stability and integrity of the financial system, potentially leading to disruptions, financial losses, and reputational damage.</p>
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8	Regulatory & Legal Compliances	Risk	Non-compliance risks expose the company to legal penalties and financial losses due to failure to adhere to industry laws and regulations. Such non-compliance directly impacts the company's revenue and valuations, leading to loss of reputation and business opportunities. Conversely, companies with higher compliance levels often demonstrate better performance and process efficiency, as compliance offers assurance and valuable insights to investors.	The Company has a Code of Conduct for business and ethics, a policy & guidelines on sexual harassment of employees and vigil mechanism/whistle blower policy which covers aspects ensuring human rights of its employees. Adherence to these policies are expected from everyone dealing with the Company.	Negative: Non-compliance can result in reputational damage, which in turn negatively affects business activities. This may result in monetary fines to more severe measures, such as operational restrictions or legal proceedings.
9	ESG Oversight	Opportunity	Effective ESG oversight at the board level will enhance the company's overall ESG performance and demonstrate its commitment to integrating responsible business practices into its growth model. Integrating ESG into business practices will improve risk management, governance, accountability, reporting, and decision-making. It will also strengthen the ability to identify and manage risks and opportunities related to environmental and social impact, while building trust and transparency among investors and stakeholders.	-	Positive: Leadership oversight of the ESG strategy, action plan, and performance fosters a positive impact on the environment and community. It also enables the company to embed robust monitoring mechanisms across ESG initiatives and business practices. Looking ahead, ESG will be the cornerstone of the company's financial success, competitive advantage, and future accomplishments.

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			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://mangroup.com/shareholder-information/#coc								
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.	Man Industries (India) Ltd, an ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 Certified Company.
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Man Industries is committed to advancing sustainability and operational excellence through a range of strategic initiatives. We emphasize optimal resource utilization to ensure the efficient and sustainable use of materials and energy across all operations. Our ambitious plans include increasing our reliance on renewable energy sources to significantly reduce our carbon footprint, focusing on lowering Scope 1 and Scope 2 emissions in line with global climate goals.</p> <p>We are committed to reducing overall energy consumption by adopting energy-efficient technologies and expanding renewable energy use. Additionally, we aim to identify, assess, and manage environmental and social risks throughout our product lifecycle.</p> <p>Our commitment to fostering a diverse and inclusive workforce includes targeted recruitment and retention strategies, along with training and skill development programs in the ESG space to enhance employee employability. We strive for zero harm in our workplace and plan to raise consumer awareness about product safety, responsible consumption, and recycling practices.</p> <p>Recognizing the importance of responsible supply chain management, we intend to conduct thorough assessments of our top suppliers to ensure they meet our sustainability and ethical standards. Through these efforts, we seek to make a positive impact on the environment, our employees, and the communities we serve, while driving sustainable growth and innovation.</p> <p>We are currently developing relevant policies, procedures and a detailed roadmap for short-term, mid-term, and long-term targets to address these issues comprehensively. Additionally, multitude of policies aimed at expediting sustainability efforts are also in the pipeline for development.</p>
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Man Industries is committed to sustainable business practices, with a strong focus on environmental protection. Energy conservation remains a central priority across the company. Multiple initiatives have been launched at various manufacturing locations to enhance energy efficiency and conservation efforts. The company has implemented advanced systems to optimize electricity, fuel, and water usage while improving industrial lighting efficiency. These measures are part of a broader strategy to reduce the overall environmental footprint, resulting in a significant reduction in energy consumption per ton of production. Through these efforts, Man Industries not only boosts operational efficiency but also actively contributes to a more sustainable future.</p> <p>The ESG performance of the company is as follows:</p> <ul style="list-style-type: none"> -0.3% of energy through renewable sources of energy -Water intensity has reduced by 1% over FY23 -Achieved zero waste to landfill -LTIFR has reduced by 16% over last year -CSR expenditure of over Rs.211.96 Lakhs in FY24 <p>Man Industries has received the below accolade in the year 2023-24:</p> <ul style="list-style-type: none"> - Awarded Top exporter of Kandla Customs for FY24 on the occasion of International Customs Day 2024.
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>At Man Industries, we are deeply committed to conducting our business in a manner that is both ethical and sustainable, with a clear focus on creating a positive impact on society and the environment. Our ongoing efforts to reduce our carbon footprint are driven by a commitment to resource efficiency, operational improvements, the increased utilization of renewable energy and the implementation of effective waste management systems. We believe that fostering an inclusive work environment and investing in our human resources, with a strong emphasis on sustainability, innovation, and efficiency, is key to our long-term success.</p> <p>Our Corporate Social Responsibility initiatives are designed to support inclusive growth and development in underserved communities, particularly in the areas of education, healthcare and environment. We are dedicated to building resilience within our business and among our stakeholders by carefully monitoring our activities and their environmental and social impacts, ensuring that we create value for everyone involved.</p> <p>As part of our transition roadmap, we are focused on identifying and mitigating environmental and social risks throughout our operations and value chain. This includes adopting practices such as renewable energy generation, energy efficiency programs, water and waste reduction measures and investing in professional development programs to retain top talent.</p> <p>Our Environmental, Social and Governance performance is reviewed, ensuring that we meet all statutory requirements and we remain committed to submitting all necessary compliance reports to the appropriate authorities on a consistent basis. We firmly believe that by working together, business and society can achieve greater strength and mutual growth. Sustainability is deeply embedded in our strategy, operations and daily behaviours. While we recognize the challenges that lie ahead in achieving these targets, we are unwavering in our commitment to not only meet them but also to assist our value chain partners in this critical journey.</p> <p>In conclusion, our dedication to ethical business practices, sustainability and social responsibility will continue to guide our actions as we strive to generate long-term value for our stakeholders and contribute to a more sustainable future for all.</p>
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors are responsible for overseeing the implementation of Business Responsibility Policy.
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors are responsible for overseeing the sustainability matters in the company.

10	Details of Review of NGRBCs by the Company:																		
	Subject of 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	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									Annually									

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, CareEdge Analytics & Advisory Private Limited has mapped the existing policies and procedures against the requirements of BRSR and accordingly suggested the improvements to bridge it with the BRSR requirements.								

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
	a.	The entity does not consider the Principles material to its business (Yes/No)					-				
	b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)					-				
	c.	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)					-				
	d.	It is planned to be done in the next financial year (Yes/No)					-				
	e.	Any other reason (please specify)					-				

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

1	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:					
	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes		
	Board of Directors	4	During the year, the Company's Board of Directors (including its committees) invested time in various updates comprising matters related to business, regulations, CSR activities and governance parameters	100%		
	Key Managerial Personnel	4	<ul style="list-style-type: none"> * POSH * Insider Trading Training * Medclaim & Accidental Training * Determination of Materiality of Events 	100%		
	Employees	4	<ul style="list-style-type: none"> * POSH * Insider Trading Training * Medclaim & Accidental 	85%		
	Workers	5	<ul style="list-style-type: none"> * POSH * Quality Management System Trainings * FSSC Awareness * Safety 	90%		
2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
	Monetary					
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Penalty/ Fine	1	SEBI	8,79,450	Alleged violations pertaining to Forensic Audit intimation.	No
	Settlement	-	-	-	-	-
	Compounding fee	-	-	-	-	-

Non- Monetary						
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)		
	Imprisonment	-	-	-		
	Punishment	-	-	-		
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				
	-	-				
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.	Man Industries maintains a strong Code of Conduct that includes provisions on anti-corruption and anti-bribery practices. Supporting this policy is our Vigil Mechanism, established under Section 177 of the Companies Act, 2013, to efficiently address and manage any instances of corruption or bribery. https://mangroup.com/shareholder-information/#coc				
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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)			
	Directors	0	0			
	KMPs	0	0			
	Employees	0	0			
	Workers	0	0			
6	Details of complaints with regard to conflict of interest:					
		FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)		
		Number	Remarks	Number	Remarks	
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-	
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-	
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.	NA				
8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:					
		FY 2023-24 (Current Financial Year)		FY 2022 - 23 (Previous Financial Year)		
	Number of days of accounts payable	74 Days		85 Days		
9	Open-ness of business					
	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:					
	Parameter	Metrics	FY 2023-24 (Current Financial Year)		FY 2022 - 23 (Previous Financial Year)	
	Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-		-	
		b. Number of trading houses where purchases are made from	-		-	
		c. Purchases from top 10 trading houses as % of total purchases from trading houses	-		-	

Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	-	-
Shares of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	-	-
	b. Sales (Sales to related parties/ total sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / total loans and advances)	16,635	7,000
	d. Investments (Investments in related parties / total investments made)	14,540	10,230

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 entity, respectively		
		Current Financial Year	Previous Financial Year
	R & D Capex	R&D aimed at minimizing the environmental and social impact of products and processes is a continuous and integrated part of our operations. The company consistently invests in advanced technologies to enhance the sustainability and social responsibility of our products and processes.	
2	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
	b.	If yes, what percentage of inputs were sourced sustainably?	82%
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)	The company uses minimal packaging materials when transporting products from manufacturing sites to customer locations, reducing waste. E-waste is responsibly handled by sending it to authorized recyclers, while other types of waste are sent to certified recycling facilities approved by the pollution control board, ensuring proper disposal and minimal environmental impact.
	(b)	E-waste	
	(c)	Hazardous waste	
	(d)	other waste.	
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.		No, Extended Producer Responsibility (EPR) is not applicable to the Company's products and services.

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains														
Essential Indicators														
1	a	Details of measures for the well-being of employees:												
		Cate- gory	% of employees covered by											
			Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities		
		Num- ber (B)		% (B/A)	Num- ber (C)	% (C/A)	Num- ber (D)	% (D/A)	Num- ber (E)	% (E/A)	Num- ber (F)	% (F/A)		
		Permanent employees												
		Male	434	393	90.55%	429	98.85%	NA	NA	-	-	-	-	
		Female	14	11	78.57%	14	100.00%	14	100.0%	NA	NA	-	-	
		Total	448	404	90.18%	443	98.88%	448	100.0%	-	-	-	-	
		Other than Permanent employees												
		Male	108	0	0.00	108	100.00%	-	-	-	-	-	-	
		Female	0	0	0.00	0	0.00	-	-	-	-	-	-	
		Total	108	0	0.00	108	100.00%	-	-	-	-	-	-	
		b	b	Details of measures for the well-being of workers:										
	Cate- gory			% of workers covered by										
				Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Num- ber (B)				% (B/A)	Num- ber (C)	% (C/A)	Num- ber (D)	% (D/A)	Num- ber (E)	% (E/A)	Num- ber (F)	% (F/A)	
	Permanent workers													
	Male			342	328	95.91%	342	100.00%	0	0.00	0	0.00	0	0.00
	Female			4	4	100.00%	4	100.00%	0	0.00	0	0.00	0	0.00
	Total			346	332	95.95%	346	100.00%	0	0.00	0	0.00	0	0.00
Other than Permanent workers														
Male	1166			17	1.46%	17	1.46%	0	0.00	0	0.00	0	0.00	
Female	0			0	0.00%	0	0.00%	0	0.00	0	0.00	0	0.00	
Total	1166			17	1.46%	17	1.46%	0	0.00	0	0.00	0	0.00	
c	c			Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –										
						FY 2023-24 (Current Financial Year)				FY 2022-23 (Previous Financial Year)				
		Cost incurred on well-being measures as a % of total revenue of the company				0.0002%				0.0001%				

2	Details of retirement benefits, for Current FY and Previous Financial Year.						
	Benefits	FY 2023-24			FY 2022-23		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100.00%	99.71%	Y	99.68%	99.73%	Y
	Gratuity	100.00%	100.00%	NA	100.00%	100.00%	Y
ESI	NA	NA	NA	NA	NA	NA	
Others - Please specify	NA	NA	NA	NA	NA	NA	
3	Accessibility of workplaces						
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard			Considering the nature of disability of employed person & physical conditions, they can easily access to all the facilities at workplace & no additional / special facilities needed.			
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.			Man Industries is committed to cultivating an inclusive workplace free from discrimination. The company places a strong emphasis on respecting individuality and creating a safe, supportive environment without prejudice, gender bias, or sexual harassment. It ensures that no employee is disadvantaged due to disability and actively promotes equal opportunities for everyone. https://mangroup.com/shareholder-information/#coc			
	Return to work and Retention rates of permanent employees and workers that took parental leave.						
5	Gender	Permanent employees		Permanent workers			
		Return to work rate	Retention rate	Return to work rate	Retention rate		
	Male	NA	NA	NA	NA		
	Female	NA	NA	NA	NA		
	Total	NA	NA	NA	NA		
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.						
	Yes/No (If Yes, then give details of the mechanism in brief)						
	Permanent Workers		As per Grievance Redressal Policy				
	Other than Permanent Workers		1) The worker makes a formal, written complaint 2) An official investigation begins 3) The investigator writes a conclusion				
	Permanent Employees		A locally based, formalized way to accept, assess, and resolve community feedback or complaints				
Other than Permanent Employees		1) The employee makes a formal, written complaint 2) An official investigation begins 3) The investigator writes a conclusion					

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:										
	Category	FY 2023-24					FY 2022-23				
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)		% (B / A)		Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)		% (D / C)	
	Total Permanent Employees	448	0		0.00		410	0		0.00	
	Male	434	0		0.00		399	0		0.00	
	Female	14	0		0.00		11	0		0.00	
	Total Permanent Workers	346	0		0.00		371	0		0.00	
	Male	342	0		0.00		367	0		0.00	
Female	4	0		0		4	0		0.00		
8	Details of training given to employees and workers:										
	Category	FY 2023-24					FY 2022-23				
		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	434	225	51.84%	355	81.80%	455	108	23.74%	390	85.71%
	Female	14	1	7.14%	7	48.71%	11	1	9.09%	8	72.73%
	Total	448	226	50.45%	367	81.99%	466	109	23.39%	398	85.41%
	Workers										
	Male	1508	540	35.81%	941	62.40%	1207	360	29.83%	862	71.42%
	Female	4	4	100.00%	4	100.00%	4	4	100.00%	4	100.00%
	Total	1512	544	35.98%	945	62.50%	1211	364	30.06%	866	71.51%
	9	Details of performance and career development reviews of employees and worker:									
		Category	FY 2023-24			FY 2022-23					
Total (A)			No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)				
Employees											
Male		434	290	66.82%	399	319	79.95%				
Female		14	7	50.00%	11	6	54.55%				
Total		448	297	66.29%	410	325	79.27%				
Workers											
Male		342	297	86.84%	367	340	92.64%				
Female		4	4	100.00%	4	4	100.00%				
Total	346	301	86.99%	371	344	92.72%					

10	Health and safety management system:			
	a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, Man Industries believes that the health and safety of our employees is critical to attain business excellence. Our manufacturing sites is ISO 45001 certified and comply with relevant legal requirements ensuring protection of Safety and Health of our employees, Contractors, Visitors, and other relevant stakeholders	
	b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Company has a structured process for Risk Management necessary for preventing injuries & occupational diseases. For all routine & non-routine activities -Hazard Identification & Risk Assessment (HIRA) is carried out and control measures provided. The following procedure is followed- 1) Collect existing information about workplace hazards. 2) Inspect the workplace for safety hazards. 3) Identify health hazards. 4) Conduct incident investigations. 5) Identify hazards associated with emergency and nonroutine situations.	
	c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes, the employees / workers report all incidents, Safety Observations and Near misses to the shift HSE officer / supervisor. The HSE officers or supervisors further take it to location head for ensuring and implementing preventive and mitigating controls.	
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, MAN provides medical and healthcare facility for the employees, contractors, workers.		
11	Details of safety related incidents, in the following format:			
	Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	
			FY 2022-23 (Previous Financial Year)	
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.41	0.49
	Total recordable work-related injuries	Employees	5	2
		Workers	63	69
No. of fatalities	Employees	0	0	
	Workers	0	0	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0	
	Workers	0	0	
12	Describe the measures taken by the entity to ensure a safe and healthy work place.		Please refer to Question No.10 above.	

13	Number of Complaints on the following made by employees and workers:						
		FY 2023-24 (Current Financial Year)			FY 2022-23 (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	NIL	0	0	Nil
	Health & Safety	0	0	NIL	0	0	Nil
14	Assessments for the year:						
		% 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.				Providing Health and Safety related Training to Workers by Health and Safety Officer.		

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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		Primary participants recognized encompass Buyers, Workers, Suppliers, Vendors, Local Communities, Investors, Government Entities, Industry Groups, and Charitable Organizations (NGOs). Our strategy for adopting ethical and enduring business methods is systematically explored through consistent interaction with both internal and external participants. This method aids the organization in identifying primary sustainability concerns based on their importance to the business and its stakeholders, such as the community and customers.		
2.	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group				
	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), 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
1.	Vendors	No	Emails, meetings, seminars, websites, business meets	Frequent and as and when required	We remain attentive to the needs and expectations of all our stakeholders, consistently striving to maximize value creation through ongoing communication. This continuous engagement allows us to better understand their concerns and perspectives, addressing both current and future needs. By maintaining regular interactions, we are better equipped to anticipate and manage potential risks critical to our business operations, ensuring adaptability and resilience.
2.	Employees	No	Emails and meetings, Trainings, awareness programs, Notice boards	Frequent and as and when required	
3.	Shareholders and Investors	No	Emails and meetings, Trainings, awareness programs, Notice boards	Frequent and as and when required	
4.	Customers	No	Official communication channels, advertisements, website and social media, phone calls, emails, and meetings	Frequent and as and when required	
5.	Community	Yes	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, complaints and grievance mechanism	Frequent and as and when required	

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 2023-24				FY 2022-23					
		Total (A)	No. of employees / workers covered (B)		% (B / A)	Total (C)	No. of employees / workers covered (D)		% (D / C)		
	Employees										
	Permanent	The company upholds the highest standards of human rights, ensuring that all employees and workers strictly adhere to these principles and guidelines.									
	Other than permanent										
	Total Employees										
	Workers										
	Permanent	The company upholds the highest standards of human rights, ensuring that all employees and workers strictly adhere to these principles and guidelines.									
	Other than permanent										
	Total Workers										
2	Details of minimum wages paid to employees and workers, in the following format:										
	Category	FY 2023-24				FY 2022-23					
		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	448	0	0.00	448	100.00%	310	0	0.00	310	100.00%
	Male	434	0	0.00	434	100.00%	309	0	0.00	309	100.00%
	Female	14	0	0.00	14	100.00%	1	0	0.00	1	100.00%
	Other than permanent	108	0	0.00	108	100.00%	57	0	0.00	57	100.00%
	Male	108	0	0.00	108	100.00%	57	0	0.00	57	100.00%
	Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
	Workers										
	Permanent	346	57	16.47%	289	83.53%	371	3	0.81%	368	99.19%
	Male	342	57	16.67%	285	83.33%	367	3	0.82%	364	99.18%
	Female	4	0	0.00	4	100.00%	4	0	0.00	4	100.00%
	Other than permanent	1166	566	48.54%	600	51.46%	840	354	42.14%	486	57.86%
	Male	1166	566	48.54%	600	51.46%	840	354	42.14%	486	57.86%
	Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00

3	Details of remuneration/salary/wages, in the following format: a. Median remuneration / wages:						
		Male			Female		
		Number	Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category	
	Board of Directors (BoD)	4	108992995		2	-	
	Key Managerial Personnel	2	12457200		-	-	
	Employees other than BoD and KMP	434	486024		14	641520	
	Workers	342	283050		4	173460	
	b. Gross wages paid to females as % of total wages paid by the entity, in the following format:						
		FY 2023-24 (Current Financial Year)			FY 2022 - 23 (Previous Financial Year)		
		Gross wages paid to females as % of total wages	7.46%			6.71%	
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		
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.				Man Industries is committed to protecting the human rights of its employees, with robust mechanisms in place for grievance reporting as per the Whistle-blower policy. The company also has a dedicated process for handling sexual harassment complaints under the POSH Act, ensuring confidentiality is maintained throughout the investigation. These internal systems are designed to foster an inclusive workplace where all employees are treated with dignity and respect, and their concerns are addressed in a fair and transparent manner.		
6	Number of Complaints on the following made by employees and workers:						
		FY 2023-24			FY 2022-23		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Sexual Harassment	0	0	Nil	0	0	Nil
	Discrimination at workplace	0	0	Nil	0	0	Nil
	Child Labour	0	0	Nil	0	0	Nil
	Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil

	Wages	0	0	Nil	0	0	Nil
	Other Human rights related issues	0	0	Nil	0	0	Nil
7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
		FY 2023-24 (Current Financial Year)			FY 2022 - 23 (Previous Financial Year)		
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil			Nil		
	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	Man Industries understands the sensitivity of such cases and has a defined mechanism to maintain the confidentiality and protect the privacy of both the complainant and the respondent throughout the process to mitigate any potential retaliation or adverse consequences. The Company is committed to provide a healthy environment to all its employees and has zero tolerance for sexual harassment at workplace. In order to prohibit, prevent and redress complaints of sexual harassment at workplace, it has constituted a Complaint Committee in line with the provisions of Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.					
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes					
10	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Child labour	100%					
	Forced/involuntary labour	100%					
	Sexual harassment	100%					
	Discrimination at workplace	100%					
	Wages	100%					
	Others – please specify	NA					
11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	No significant risks or concerns were reported regarding child labour, forced labour, sexual harassment, workplace discrimination, or wage issues. As a result, no corrective actions were necessary to address or resolve these issues.					

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment		
Essential Indicators		
1	Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:	
	Parameter	FY 2023-24 (Current Financial Year) (Giga Joules)
		FY 2022-23 (Previous Financial Year) (Giga Joules)
	From renewable sources	
	Total electricity consumption (A)	23933.9
	Total fuel consumption (B)	-
	Energy consumption through other sources (C)	-
	Total energy consumed from renewable sources (A+B+C)	23933.9
	From non-renewable sources	
	Total electricity consumption (D)	103556.7
	Total fuel consumption (E)	8551157.2
	Energy consumption through other sources (F)	-
	Total energy consumed from non-renewable sources (D+E+F)	8654713.9
	Total energy consumed (A+B+C+D+E+F)	8678647.7
	Energy intensity per rupee of turnover (Turnover in Rs. Million) (Total energy consumed/ revenue from operations)	28.2
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-
	Energy intensity in terms of physical output	-
	Energy intensity (optional) – the relevant metric may be selected by the entity	-
	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
	*The production volumes of bare pipes and coating has increased significantly this financial year which has led to the increase in energy and fuel consumption values	
2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	Not Applicable

3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	FY 2023-24	FY 2022-23
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	-	-
	(ii) Groundwater	4475	4888
	(iii) Third party water	-	-
	(iv) Water from Municipal Corporation	-	-
	(v) Others (GWIL)	60269	61127
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	64744	66015
	Total volume of water consumption (in kilolitres)	64744	66015
	Water intensity per rupee of turnover (Turnover in Rs. Million) (Total water consumption / Revenue from operations)	0.2	0.3
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
	Water intensity in terms of physical output	-	-
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		No	
4	Provide the following details related to water discharged:		
	Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) To Surface water	-	-
	No treatment (Discharged to sewage)	-	-
	With treatment – please specify level of treatment	-	-
	(ii) To Groundwater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(iii) To Seawater	-	-
	No treatment	-	-
	With treatment – please specify level of treatment	-	-

	(iv) Sent to third-parties	-	-	
	No treatment	-	-	
	With treatment – please specify level of treatment	-	-	
	(v) Others			
	No treatment	-	-	
	With treatment – please specify level of treatment	15484	23241	
	Total water discharged* (in kilolitres)	15484	23241	
	*The Pithampur plant operates with zero water discharge, utilizing water solely for human consumption. Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		No	
5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Yes, The Company implements a Zero Liquid Discharge system across all its production sites. This system encompasses the entire operations of the plant. Cooling tower/plants, garden maintenance, and glass manufacturing activities such as quencher processes utilize water from the plants. This water is then recycled back into the production processes. Any solid waste produced is managed through authorized external service providers.		
6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	NOx	The company will report these values in the upcoming financial year		
	Sox			
	Particulate matter (PM)			
	Persistent organic pollutants (POP)			
	Volatile organic compounds (VOC)			
	Hazardous air pollutants (HAP)			
	Others – please specify			
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No		
7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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)	tCO ₂ e	633640.8	349611.4
	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)	tCO ₂ e	20567.51	12006.3
	Total Scope 1 and Scope 2 emissions per rupee of turnover (Turnover in Rs. Million) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/Rs. Million	21.2	16.2
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
	Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-

	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
	*The production volumes of bare pipes and coating has increased significantly this financial year which has led to the increase in GHG emission values. Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No	
8	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Yes, we have five wind turbines with a total capacity of 7 MW, consisting of three turbines at 1.5 MW each and two turbines at 1.25 MW each. Additionally, we have 2 MW of solar rooftop capacity available at our plant premises. We have also replaced all non-inverter air conditioners with new 5-star rated split inverter ACs. The inverter ACs use R32 gas, which is also environmentally friendly, helping us save power.		
9	Provide details related to waste management by the entity, in the following format:			
	Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	
	Total Waste generated (in metric tonnes)			
	Plastic waste (A)	-	-	
	E-waste (B)	4.22	5.73	
	Bio-medical waste (C)	0.01	0.01	
	Construction and demolition waste (D)	-	-	
	Battery waste (E)	-	-	
	Radioactive waste (F)	-	-	
	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) . Please specify, if any. (G)	3087.00	792.51	
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	657.10	574.27	
	Total (A+B + C + D + E + F + G + H)	3748.33	1372.52	
	Waste intensity per rupee of turnover (Turnover in Rs. Crore) (Total waste generated / Revenue from operations)	0.12	0.06	
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-	
	Waste intensity in terms of physical output	-	-	
	Waste intensity (optional) – the relevant metric may be selected by the entity	-	-	
	*The increase in waste generation is attributed to the significant in coating production.			
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
	Category of waste			

	(i) Recycled		4.22		5.73
	(ii) Re-used		0.00		0.00
	(iii) Other recovery operations		0.00		0.00
	Total		4.22		5.73
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				
	Category of waste				
	(i) Incineration		0.00		0.00
	(ii) Landfilling		0.00		0.00
	(iii) Other disposal operations		3744.11		1366.79
	Total		3744.11		1366.79
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency				No
10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes		We use treated wastewater for gardening, segregate waste according to pollution control guidelines, and dispose of hazardous waste through authorized agencies as per board regulations. We are also planning to obtain membership for co-processing/ pre-processing waste for incineration and landfilling of hazardous waste.		
11	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:				
	S. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any	
	Not applicable				
12	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:				
	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)
	Not Applicable				
13	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:				
	S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Man Industries maintains rigorous internal controls to ensure compliance with guidelines and standards set by CPCB/ SPCBs.				

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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. (As below)		
	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.		
		Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
		1	FEDERATION OF KUTCH INDUSTRIES ASSOCIATION (FOKIA)	State
		2	FEDERATION OF INDIAN EXPORT ORGANISATION (FIEO)	National
		3	CONFEDERATION OF INDIAN INDUSTRY (CII)	National
		4	ALL INDIA ASSOCIATION OF INDSTRY (AIAI)	National
		5	Engineer Export Promotion Council (EEPC)	National
	6	FEDERATION OF INDIAN CHAMBERS OF COMMERCE & INDUSTRY (FICCI)	National	
2	Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.			
	Name of authority	Brief of the case	Corrective action taken	
	Not Applicable			

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development							
Essential Indicators							
1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.						
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link	
	1	Not Applicable					
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
	Sl.No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	1	Not Applicable					
3	Describe the mechanisms to receive and redress grievances of the community.		Man Industries follows grievance redressal mechanism to receive and redress grievances of the community. This mechanism allows community members to voice their concerns and complaints in a transparent and efficient manner				

4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
	Parameter	FY 2023-24	FY 2022-23
	Directly sourced from MSMEs/ small producers	0.48	5.22
	Directly sourced within India	64.40	34.45
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost		
	Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Current Financial Year)
	Rural	0	0
	Semi-urban	0	0
	Urban	0	0
	Metropolitan	100%	100%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)			

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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.	We have implemented a thorough system to effectively manage and resolve customer grievances and feedback, reflecting our commitment to continuous improvement. All input from customers and stakeholders is systematically analysed, with a focus on prompt resolution in line with established procedures, ensuring every concern is addressed with care and attention.
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: *	As a percentage to total turnover
	Environmental and social parameters relevant to the product	Not Applicable, as this is not relevant to the nature of our business activity at this point of time
	Safe and responsible usage	
	Recycling and/or safe disposal	
*Man Industries products are designed, developed and supplied as per customer's specification. Hence, above said information about ESG on product or its manual not required or stated separately		

3	Number of consumer complaints in respect of the following:						
		FY 2023-24		Remarks	FY 2022-23		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	NA	Nil	Nil	NA
	Advertising	Nil	Nil	NA	Nil	Nil	NA
	Cyber-security	Nil	Nil	NA	Nil	Nil	NA
	Delivery of Products	Nil	Nil	NA	Nil	Nil	NA
	Quality of Products	Nil	Nil	NA	Nil	Nil	NA
	Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
	Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA	

4	Details of instances of product recalls on account of safety issues:	
		Number
	Voluntary recalls	0
	Forced recalls	0
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Man Industries has a policy on cyber-security and data privacy.
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	NA
7	Provide the following information relating to data breaches:	
	a. Number of instances of data breaches	Nil
	b. Percentage of data breaches involving personally identifiable information of customers	Nil
	c. Impact, if any, of the data breaches	NA