

September 4, 2025

**To,
BSE Limited
1st Floor, New Trading Ring,
Rotunda Building,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001.**

**To,
National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor,
Plot No. C/1, G block,
Bandra-Kurla Complex,
Bandra (E), Mumbai - 400 051.**

Scrip Code: 513269

Scrip ID: MANINDS

Sub.: Business Responsibility and Sustainability Report for the Financial Year 2024-25.

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 2024-25.

The BRSR forms part of the Company's 37th Annual Report 2024-25.

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, 2025

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	2024-25
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 (in ₹)	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

Note: *Includes forfeited shares

II. Products / Services

16	Details of business activities (accounting for 90% of the turnover):			
	Sl. 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):			
	Sl. No	Product / Service	NIC Code	% of total Turnover contributed
	1	Manufacturing of LSAW pipes, spirally welded pipes and coating systems.	24311	100

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)	16-17 (PAN India)
		International (No. of Countries)	20 +
	b.	What is the contribution of exports as a percentage of the total turnover of the entity?	57.32%
	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. <ul style="list-style-type: none">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.

20	Details as at the end of Financial Year:							
	a.	Employees and workers (including differently abled):						
		Sl. No	Particulars	Total (A)	Male		Female	
					No.(B)	% (B/A)	No.(C)	% (C/A)
		Employees						
		1	Permanent (D)	480	465	97%	15	3.13%
		2	Other than Permanent (E)	96	96	100%	0	0%
		3	Total employees (D+E)	576	561	97%	0	2.6%
		Workers						
		4	Permanent (F)	353	349	99%	4	1.13%
		5	Other than Permanent (G)	1141	1141	100%	0	0%
		6	Total workers (F+G)	1494	1490	100%	0	0.27%

b.	Differently abled Employees and workers:						
	Sl. No	Particulars	Total (A)	Male		Female	
				No.(B)	% (B/A)	No.(C)	% (C/A)
	Differently Abled Employees						
	1	Permanent (D)	3	3	100%	0	0%
	2	Other than Permanent (E)	0	0	0	0	0
	3	Total differently abled employees (D+E)	3	3	100%	0	0%
	Differently Abled Workers						
	4	Permanent (F)	4	4	100%	0	0%
	5	Other than Permanent (G)	5	5	100%	0	0%
6	Total differently abled workers (F+G)	9	9	100%	0	0%	

21	Participation/Inclusion/Representation of women:				
			Total (A)	No. and percentage of Females	
				No. (B)	% (B / A)
	Board of Directors (in Nos.)		6	2	33.33%
	Key Management Personnel (in Nos.)		3	0	0

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	16.56%	6.67%	16.25%	24.16%	0	24.16%	37.97%	0	37.97%
	Permanent Workers	6.02%	0	5.95%	15.83%	0	15.83%	9.66%	0	9.66%

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

23	(a)	Name of holding / subsidiary / associate companies / joint ventures				
		Sl. 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
		6	Man International Steel Industries Company	Subsidiary	100	No
24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)					Yes
	(ii) Turnover (₹ In Lakhs)					311821.77
	(iii) Net worth (₹ In Lakhs)					141882.72

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 2024 - 25			FY 2023 - 24		
			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	9	-	All complaints were resolved promptly, within the timelines	6	-	-
	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					
	Sl. 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	R&O	The steel pipe industry is highly energy-intensive, exposing the business to carbon-pricing regimes, regulatory tightening, and volatility in fossil fuel costs. Simultaneously, decarbonisation and energy efficiency present opportunities to enhance cost competitiveness and align with investor expectations.	Deploy energy-efficient technologies, integrate renewable energy, and adopt a structured GHG monitoring framework.	Positive: Cost savings, improved ESG scores, long-term resilience. Negative: Near-term capital expenditure.

	2	Sustainable Product	O	Global transition towards low-carbon infrastructure is creating demand for hydrogen-ready, water transmission, and renewable-energy compatible pipes. Proactive product innovation positions the company to access emerging green infrastructure markets	Invest in R&D for sustainable products, obtain green certifications, and engage with clients on future-ready solutions	Positive: Access to premium projects, brand differentiation, new revenue streams.
	3	Product innovation, safety, and quality	R&O	Clients in oil, gas, and water sectors operate under stringent technical and safety standards. Product failures can trigger severe financial and reputational liabilities, while innovation enhances market leadership.	Strengthen quality assurance systems, global certifications, and customer-centric innovation programs	Positive: Enhanced client trust and repeat orders. Negative: Quality lapses may result in penalties or claims.
	4	Occupational Health and Safety	R	The manufacturing process involves high safety risks including heavy machinery and hazardous materials. Any lapses may lead to loss of life, regulatory sanctions, and reputational damage.	Institutionalise OHS management systems (ISO 45001), periodic safety audits, training, and digital safety monitoring.	Negative: Accidents can lead to downtime, medical/legal costs. Positive: Robust OHS boosts productivity and employee morale.
	5	Employee Benefits & Development	O	In a skill-intensive industry, employee engagement and capability building are critical for operational efficiency and innovation. Progressive benefits and training also align with global expectations on human capital management.	Structured training, career progression pathways, and enhanced employee well-being programs	Positive: Reduced attrition, higher productivity, improved employer brand.
	6	Regulatory & Legal Compliances	R	The company is subject to evolving domestic and international regulations on environment, safety, labor, and trade. Non-compliance exposes the business to operational disruption, financial penalties, and investor scrutiny.	Establish proactive compliance tracking, third-party assurance, and board-level oversight	Negative: Penalties and reputational damage if non-compliant. Positive: Reduced risk and investor confidence from strong compliance culture.
	7	Customer Satisfaction	O	Infrastructure clients expect high reliability, timely delivery, and lifecycle performance. Superior customer engagement and satisfaction directly contribute to business continuity and competitiveness in global markets	Implement structured customer satisfaction surveys (CSAT/NPS), integrate client feedback, and strengthen grievance redressal systems	Positive: Repeat business, stronger client relationships, premium positioning.

	8	Water Management	R&O	Manufacturing is water-intensive and often located in water-stressed regions. Poor water stewardship exposes operational risk, while efficient usage and recycling are increasingly seen as ESG differentiators.	Deploy water recycling and zero-liquid discharge technologies, monitor water intensity, and prioritise water stewardship programs.	Positive: Lower operating risk, enhanced ESG credibility. Negative: Capex requirement for water efficiency infrastructure.
	9	Diversity & Inclusion	O	Diversity and inclusion are strategic enablers of innovation and social equity. Global investors increasingly expect disclosures and progress on workforce diversity, particularly in male-dominated heavy industries.	Set gender diversity targets, sensitisation training, and implement inclusive workplace policies.	Positive: Stronger talent pipeline, enhanced innovation, improved ESG ratings.
	10	Respect for Human Rights	R	Complex supply chains expose the company to risks of child labour, forced labour, and worker exploitation. Alignment with UN Guiding Principles on Business & Human Rights is vital to safeguard reputation and global market access.	Enforce Supplier Code of Conduct, periodic audits, and transparent grievance redressal across the value chain.	Negative: Legal exposure and reputational damage from violations. Positive: Strengthened trust with global clients and financiers.

Business Responsibility and Sustainability Reporting by listed entities
SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c	Web Link of the Policies, if available	https://mangroup.com/codes-and-policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)		No	No	No	No	No	No	No	No	No
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 continues to advance its sustainability journey by strengthening operational practices and embedding responsible business principles across its value chain. Our focus remains on driving efficiency, reducing environmental impact, and enhancing social outcomes through a balanced and integrated approach.</p> <p>We are progressively exploring opportunities to improve resource utilization, enhance energy and process efficiency, and adopt innovative practices that support our environmental objectives. Our approach also includes ongoing efforts to assess and manage environmental and social considerations throughout our operations and stakeholder relationships.</p> <p>People remain at the core of our progress. We continue to invest in fostering a diverse, safe, and inclusive workplace, while enhancing employee capabilities through continuous learning and skill development. Workplace safety, employee well-being, and stakeholder trust remain central to our ethos.</p> <p>In parallel, we are working towards strengthening our supply chain engagement, with an emphasis on responsible sourcing and aligning our partners with our overarching values. We also seek to enhance awareness around responsible product use, safety, and circularity among our customers and communities.</p> <p>We are in the process of refining our internal frameworks, policies, and guidelines to enable more structured ESG integration over the short, medium, and long term. These evolving practices are intended to ensure agility in responding to emerging risks and opportunities, while supporting sustained growth and innovation.</p>								

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>During the reporting year, Man Industries achieved a substantial reduction in Scope 1 GHG emissions alongside improvements in waste management, with a notable increase in recycling and continued adherence to zero waste to landfill. Water consumption rose due to operational activity, though intensity is being closely monitored. While overall energy use increased with production, the Company is working towards higher renewable energy integration.</p> <p>Occupational health and safety performance strengthened, with LTIFR reduced by more than half and total recordable injuries declining, while maintaining zero fatalities. Employee turnover improved significantly, and 100% coverage under provident fund and gratuity was maintained. Training participation was lower compared to the previous year, but efforts are underway to enhance structured learning. Diversity remains an area of focus, with 3% female representation in the workforce and one-third of the Board comprising women directors.</p> <p>The Company continues to comply with governance and CSR commitments, ensuring statutory contributions and supporting meaningful community programmes. Overall, the year reflects steady progress across material ESG parameters, with clear opportunities identified to further strengthen renewable energy usage, water intensity management, and workforce diversity.</p>
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, our sustainability journey is guided by the belief that responsible business practices are integral to long-term value creation. As we enter FY 2024–25, we remain focused on strengthening the connection between our growth aspirations and our environmental, social, and governance priorities.</p> <p>The evolving global and domestic landscape continues to present both challenges and opportunities. We view these as catalysts for reflection, adaptation, and progress, enabling us to refine our approach and remain aligned with the expectations of our stakeholders.</p> <p>Our emphasis will remain on fostering resilience, enhancing stakeholder trust, and ensuring that our business conduct reflects the principles of ethics, inclusivity, and transparency. By engaging thoughtfully with our stakeholders and remaining alert to emerging trends, we aim to contribute meaningfully to shared progress while safeguarding our long-term objectives.</p> <p>Sustainability, for us, is not a standalone initiative but a way of conducting business — embedded in our decisions, culture, and relationships. With this perspective, we will continue to navigate the year ahead with purpose, agility, and an enduring commitment to creating value 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:																			
	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)																		

Business Responsibility and Sustainability Reporting by listed entities
SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

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, along with its committees, dedicated time to reviewing various updates, including those related to business operations, regulatory developments, CSR initiatives, and governance matters.	70 %
	Key Managerial Personnel	4	<ul style="list-style-type: none"> • POSH • Insider Trading Training • Medclaim & Accidental Training • Determination of Materiality of Events 	100 %
	Employees	45	<ul style="list-style-type: none"> • POSH • Insider Trading Training • Medclaim & Accidental Training • Health & Safety Training, TBT Training, Management Training, Technical Training. 	80 %
	Workers	4	<ul style="list-style-type: none"> • POSH • Quality Management System Trainings • FSSC Awareness • Safety 	63 %

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	-	-	-	-	-
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			
	Nil					
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/codes-and-policies/			
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:					
		FY 2024-25 (Current Financial Year)		FY 2023-24 (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 2024-25 (Current Financial Year)		FY 2023-24 (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 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)		
	Number of days of accounts payable	146 days		71 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 2024-25 (Current Financial Year)	FY 2023-24 (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)	99.91%	99.80%
		d. Investments (Investments in related parties / total investments made)	67.43%	53.63%

Business Responsibility and Sustainability Reporting by listed entities
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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	Details of improvements in environmental and social impacts
	R&D Expenditure (in %)	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.		
	Capital Expenditure (Capex) Investment (in %)			
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?	62%	
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)	Man Industries adopts minimal packaging practices for transporting products from manufacturing sites to customer locations, thereby reducing waste generation. E-waste is managed responsibly through authorised recyclers, while other waste streams are directed to certified recycling facilities approved by the Pollution Control Board, ensuring proper disposal and minimising 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.	

Business Responsibility and Sustainability Reporting by listed entities
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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:												
		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	465	457	98.27%	465	100%	0	0	0	0	0	0	
		Female	15	14	93.33%	15	100%	0	0	0	0	0	0	
		Total	480	471	98.13%	480	100%	0	0	0	0	0	0	
		Other than Permanent employees												
		Male	96	0	0	96	100%	0	0	0	0	0	0	
		Female	0	0	0	0	0	0	0	0	0	0	0	
		Total	96	0	0	96	100%	0	0	0	0	0	0	
		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		349	349	100%	349	100%	0	0	0	0	0	0	
	Female		4	4	100%	4	100%	0	0	0	0	0	0	
	Total		353	353	100%	353	100%	0	0	0	0	0	0	
	Other than Permanent workers													
	Male		1141	189	17%	1141	100%	0	0	0	0	0	0	
	Female		0	0	0%	0	0%	0	0	0	0	0	0	
	Total		1141	189	17%	1141	100%	0	0	0	0	0	0	
	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				0.0180%				0.0198%				

2	Details of retirement benefits, for Current FY and Previous Financial Year.						
	Benefits	FY 2024-25			FY 2023-24		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100%	100%	Y	100%	99.71%	Y
	Gratuity	100%	100%	Y	100%	100%	NA
	ESI	NA	NA	NA	NA	NA	NA
	Others - NPS	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/codes-and-policies/

5	Return to work and Retention rates of permanent employees and workers that took parental leave.				
	Gender	Permanent employees		Permanent workers	
		Return to work rate	Retention rate	Return to work rate	Retention rate
	Male	NA	NA	NA	NA
	Female	NA	NA	NA	NA
	Total	-	-	-	-

6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.	
		Yes/No (If Yes, then give details of the mechanism in brief)
	Permanent Workers	As per Grievance Redressal Policy
	Other than Permanent Workers	
	Permanent Employees	
	Other than Permanent Employees	

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:											
	Category	FY 2024-25					FY 2023-24					
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)		% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)		% (D / C)			
	Total Permanent Employees	480	0		0	448	0		0			
	Male	465	0		0	434	0		0			
	Female	15	0		0	14	0		0			
	Total Permanent Workers	353	0		0	346	0		0			
	Male	349	0		0	342	0		0			
	Female	4	0		0	4	0		0			
8	Details of training given to employees and workers:											
	Category	FY 2024-25					FY 2023-24					
		Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation		
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)	
	Employees											
	Male	561	259	46.17%	333	59.36%	434	225	51.84%	355	81.80%	
	Female	15	1	6.67%	7	46.67%	14	1	7.14%	7	48.71%	
	Total	576	260	45.14%	340	59.03%	448	226	50.45%	367	81.99%	
	Workers											
	Male	1490	687	46.11%	1055	70.81%	1508	540	35.81%	941	62.40%	
	Female	4	4	100%	4	100%	4	4	100%	4	100%	
	Total	1494	502	33.60%	889	59.51%	1512	544	35.98%	945	62.50%	
	9	Details of performance and career development reviews of employees and worker:										
		Category	FY 2024-25				FY 2023-24					
Total (A)			No.(B)	% (B/A)		Total (C)	No.(D)	% (D/C)				
Employees												
Male		561	338	60.25%		434	290	66.82%				
Female		15	7	46.67%		14	7	50%				
Total		576	346	60.07%		448	297	66.29%				
Workers												
Male		1490	439	29.46%		1508	297	19.69%				
Female		4	4	100%		4	4	100%				
Total		1494	443	29.65%		1512	301	19.91%				

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?	<p>At Man Industries, the health, safety, and well-being of our employees, contractors, and other stakeholders are of paramount importance and are deeply embedded in our operational philosophy. We have implemented a robust Occupational Health and Safety Management System (OHSMS) across all our manufacturing locations, aligned with global best practices and certified under ISO 45001. This reflects our strong commitment to maintaining a safe and compliant workplace environment.</p> <p>The OHSMS is designed to systematically manage health and safety risks and foster a proactive safety culture across the organization. Key components of the system include:</p> <ol style="list-style-type: none"> 1) Scope & Applicability 2) Risk Management 3) Roles & Responsibility 4) Workers Participation and Consultation 5) Training and Competence 6) Emergency preparedness 7) Monitoring & Evaluation 8) Continues Improvement 	
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Yes, the company has a structured Risk Management process in place, essential for preventing injuries and occupational diseases. For all routine and non-routine activities, a comprehensive Hazard Identification and Risk Assessment (HIRA) is conducted. Additional safety practices include Daily Safety Inspections and Workplace Audits, a Permit to Work (PTW) system for high-risk activities, an Incident and Near-Miss Reporting System, Regular Employee Feedback and Toolbox Talks, and periodic Internal and External Safety Audits. Based on the findings from these processes, appropriate control measures are implemented to eliminate or minimize identified risks, ensuring a safe and healthy work environment for all.</p>	
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Yes, Man Industries has established robust and transparent processes that empower workers to report work-related hazards and, where necessary, to remove themselves from unsafe conditions without any fear of retaliation. The company maintains a formal Hazard Reporting System that allows employees to report unsafe acts, conditions, or near-misses through multiple accessible channels such as direct reporting to supervisors, toolbox talks, safety suggestion boxes, or by reaching out to the EHS department.</p> <p>In addition, workers are made aware of their right to refuse unsafe work, and such decisions are respected and investigated promptly. All reports are followed up with appropriate corrective and preventive actions, ensuring that concerns are addressed in a timely and effective manner. This system is reinforced through ongoing safety communication and employee engagement initiatives, fostering a strong culture of safety and trust across all locations.</p>	
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	<p>Yes, Employees/workers of the entity have access to non-occupational medical and healthcare services. The company provides support through on-site medical facilities, periodic health check-ups, tie-ups with external hospitals, and assistance for general health concerns beyond work-related injuries or illnesses. These services are part of the organization's commitment to employee well-being and holistic health management.</p>	

11	Details of safety related incidents, in the following format:			
	Safety Incident/Number	Category	FY 2024-25	FY 2023-24
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.18	0.41
	Total recordable work-related injuries	Employees	4	5
		Workers	41	63
	No. of fatalities	Employees	0	0
		Workers	0	0
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
			0	0
12	Describe the measures taken by the entity to ensure a safe and healthy work place.	<p>Man Industries is committed to ensuring a safe and healthy workplace by proactively identifying and managing risks associated with occupational health and safety. The Company complies with all applicable health and safety regulations and has adopted a structured approach to minimize incidents, injuries, and health hazards at its facilities.</p> <p>Key measures include comprehensive Hazard Identification and Risk Assessment (HIRA) processes, regular internal safety audits, and management reviews to monitor performance and drive continual improvement. Risk mitigation follows the hierarchy of controls, starting with the elimination of hazards, substitution with safer alternatives, followed by engineering and administrative controls, and the use of personal protective equipment (PPEs) as needed.</p> <p>The Company also conducts regular health and safety training to enhance employee awareness and readiness. Worker participation is encouraged through open communication channels and a formal reporting system for unsafe conditions or practices. These efforts collectively support a strong culture of safety, operational resilience, and employee well-being across all locations.</p>		

13	Number of Complaints on the following made by employees and workers:						
		FY 2024-25			FY 2023-24		
		Filed during the year	Pending resolution at the end of the 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	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	<p>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.</p>	<p>All safety-related incidents are thoroughly investigated, and the learnings are shared across the organization to promote horizontal deployment and prevent recurrence. Key recommendations from these investigations are communicated to relevant stakeholders for effective implementation. Unsafe acts and conditions identified during safety observations are addressed through timely corrective actions, and the effectiveness of these closures is verified through sample audits. Significant risks identified through the Hazard Identification and Risk Assessment (HIRA) process are managed by implementing appropriate engineering and administrative controls. Additionally, enhanced safety measures such as targeted safety training, increased supervision, and the mandatory use of suitable Personal Protective Equipment (PPE) are adopted to further strengthen workplace safety and mitigate potential hazards.</p> <p>For eg. Incident - Slipped & warehouse – Installed anti slip flooring and reinforced housekeeping rules</p>
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Business Responsibility and Sustainability Reporting by listed entities
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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	Shareholder	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	Customers	No	Emails and meetings, Trainings, awareness programs, Notice boards	Frequent and as and when required	
4	Suppliers & Value Chain Partners	No	Official communication channels, advertisements, website and social media, phone calls, emails, and meetings	Frequent and as and when required	
5	NGOs & Communities	Yes	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, complaints and grievance mechanism	Frequent and as and when required	
6	Government/ Regulators	-	-	-	

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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 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	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 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	480	0	0	480	100%	448	0	0	448	100%
Male	465	0	0	465	100%	434	0	0	434	100%
Female	15	0	0	15	100%	14	0	0	14	100%
Other than permanent	96	0	0	96	100%	108	0	0	108	100%
Male	96	0	0	96	100%	108	0	0	108	100%
Female	0	0	0	0	100%	0	0	0	0	100%
Workers										
Permanent	353	19	5.38%	334	94.62%	346	57	16.47%	289	83.53%
Male	349	15	4.3%	334	95.7%	342	57	16.67%	285	83.33%
Female	4	4	100%	0	0	4	0	0	4	100%
Other than permanent	1141	499	43.73%	642	56.27%	1166	566	48.54%	600	51.46%
Male	1141	499	43.73%	642	56.27%	1166	566	48.54%	600	51.46%
Female	0	0	0	0	0	0	0	0	0	0

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*	-	2*	-		
	Key Managerial Personnel	3	20,000,000	0	0		
	Employees other than BoD and KMP	465	512,946	15	8,00,000		
	Workers	349	307,488	4	1,82,136		
	Note: *There are 2 Executive Directors receiving remuneration, details of which is disclosed in the Corporate Governance Report. There are 3 Independent Directors and 1 Non-Executive Director who get the sitting fees.						
	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	0.26%		0.29%				
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 safeguarding the human rights of its employees through well-established mechanisms for grievance reporting under its Whistle-blower Policy. The Company also maintains a dedicated process for addressing complaints of sexual harassment in accordance with the POSH Act, ensuring confidentiality is upheld throughout the investigation process. These systems are designed to promote an inclusive workplace where every employee is treated with dignity and respect, and concerns are addressed with fairness and transparency.					
6	Number of Complaints on the following 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
	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
Others	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 24-25 Current Financial Year	FY 23-24 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 has established mechanisms to ensure that complainants in discrimination and harassment cases are protected from any form of retaliation or adverse consequences. Confidentiality and privacy of both the complainant and the respondent are maintained throughout the process. The Company upholds a zero-tolerance policy towards sexual harassment at the workplace and has constituted an Internal Complaints Committee in accordance with Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to prohibit, prevent, and address such cases, thereby fostering a safe and respectful work environment.	
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.	

Business Responsibility and Sustainability Reporting by listed entities
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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 GJ) and energy intensity, in the following format:		
	Parameter	FY 2024-25	FY 2023-24
	From renewable sources		
	Total electricity consumption (A)	19174.59	23933.9
	Total fuel consumption (B)	-	-
	Energy consumption through other sources (C)	-	-
	Total energy consumed from renewable sources (A+B+C)	19174.59	23922.9
	From non-renewable sources		
	Total electricity consumption (D)	3692586	103556.7
	Total fuel consumption (E)	7717607	8551157.2
	Energy consumption through other sources (F)	0	-
	Total energy consumed from non-renewable sources (D+E+F)	7811672	8654713.9
	Total energy consumed (A+B+C+D+E+F)	11429367	8678647.7
	Energy intensity per rupee of turnover (Total energy consumed/turnover in ₹ Lakhs)	36.65	28.2
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP in (Million \$))	-	-
	Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note:		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No	
2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.		No
3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	FY 2024-25	FY 2023-24
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	-	-
	(ii) Groundwater	11386	4475
	(iii) Third party water	-	-
	(iv) Seawater / desalinated water	-	-
	(v) Others (GWIL)	62214	60269
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	73600	64744
	Total volume of water consumption (in kilolitres)	73600	64744

	Water intensity per rupee of turnover (Total water consumption / turnover in ₹ Lakhs)	0.24	0.2
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP in Cr.)	-	-
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note: -		
	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	-	
4	Provide the following details related to water discharged:		
	Parameter	FY 2024-25	FY 2023-24
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) To Surface water	-	-
	--- No treatment	-	-
	--- With treatment – Secondary 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 – Primary Treatment	-	-
	(v) Others	-	-
	--- No treatment	-	-
	--- With treatment – please specify level of treatment (ETP & STP)	23621	15484
	Total water discharged (in kilolitres)	23621	15484
	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.	<p>Yes, the entity has implemented a mechanism for Zero Liquid Discharge (ZLD). We have established both Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP) at our facility. The treated water from these systems is recycled and utilized for gardening purposes within the premises, ensuring no untreated water is discharged into the environment.</p>	

6	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	FY 2024-25	FY 2023-24
	NOx	-	-	-
	Sox	-	-	-
	Particulate matter (PM)	-	-	-
	Persistent organic pollutants (POP)	-	-	-
	Volatile organic compounds (VOC)	-	-	-
	Hazardous air pollutants (HAP)	-	-	-
	Others – please specify	-	-	-
	Note: *Calculation methodology has been revised.			
	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			
7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY 2024-25	FY 2023-24
	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	175061.88	633640.8
	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	21442.89	20567.51
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions /turnover in ₹)	tCO ₂ e/₹ Mil	6.30	21.2
	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 in Cr.)	tCO ₂ e/₹ crore	-	-
	Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / No. of units produced)	-	-	-
	Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / Quantity in MT)	-	-	-
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
	Note:			
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency			Yes, ENEN Green Services Private Limited (for plant in Anjar)
8	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Yes, the entity has implemented several projects to reduce Greenhouse Gas (GHG) emissions, including: <ul style="list-style-type: none"> • Installation of a solar power plant to utilize renewable energy • Upgradation to energy-efficient equipment like LED lights and VFDs Regular energy audits and GHG monitoring		

9	Provide details related to waste management by the entity, in the following format:		
	Parameter	FY 2024-25	FY 2023-24
	Total Waste generated (in metric tonnes)		
	Plastic waste (A)	328.29	-
	E-waste (B)	0.065	4.22
	Bio-medical waste (C)	0.055	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) <i>(Chemical Sludge from Spent Acid liquor, used/spent oil)</i>	36.610	3087
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (781 MT - Iron & Steel Scrap)	966.08	657.10
	Total (A+B + C + D + E + F + G + H)	1331.1	3748.33
	Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in Cr.)	0.004	0.12
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP in Cr.)	-	-
	Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
	Category of waste		
	(i) Recycled	27.94	4.22
	(ii) Re-used	0.18	0
	(iii) Other recovery operations	0	0
	Total	28.12	4.22
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
	Category of waste		
	(i) Incineration	0	0
	(ii) Landfilling	0	0
	(iii) Other disposal operations (781209kg Iron & Steel)	1303.14	3744.11
	Total	1303.14	3744.11
	Note:		
	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		Man Industries has adopted a systematic and environmentally responsible approach to waste management across its establishments. Waste Management Practices Waste is segregated at source into general, recyclable, and hazardous categories to enable efficient handling. Recyclable materials are reused where feasible, while hazardous waste is safely stored and disposed of through authorized Treatment, Storage, and Disposal Facilities (TSDFs). Treated wastewater from Effluent and Sewage Treatment Plants (ETP/STP) is reused for gardening and utility purposes, supporting our Zero Liquid Discharge (ZLD) commitment. Reduction of Hazardous Chemicals To minimize the use of hazardous and toxic chemicals, the Company focuses on process optimization, use of safer alternatives, inventory control, and periodic audits. Employees are regularly trained in the safe handling, storage, and disposal of chemicals, reinforcing our commitment to sustainable and safe operations.			
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:					
	Sl. 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		
	NA					
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
	NA					
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:					
	Sl. 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.					

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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	6
	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	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
Note:			
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
	NA		

Business Responsibility and Sustainability Reporting by listed entities
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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
	NA						
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)
	NA						
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 2024-25		FY 2023-24
	Directly sourced from MSMEs/ small producers				0.48		0.48
	Directly sourced within India				63.68		64.40
5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost						
	Location				FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)
	Rural				38.47%		36.51%
	Semi-urban				0		0
	Urban				16%		29%
	Metropolitan				45.53%		34.49%
(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)							

Business Responsibility and Sustainability Reporting by listed entities
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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.	When the customer complaint is received by Marketing department, the same is processed using a unique identity number. The complaint is then sent to the plant quality department and a Non-Conformance Report (NCR) is prepared. Based on the NCR, the complaint is further investigated, and the findings are captured in the Root Cause Analysis (RCA) report. After approval from the management the RCA is formally shared with the customer and the necessary steps to rectify the defects are undertaken to the utmost satisfaction of the customer. Upon final acceptance from the customer, the NCR is officially closed in our system.					
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						
3	Number of consumer complaints in respect of the following:						
		FY 2024-25		Remarks	FY 2023-24		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	0	0	-	0	0	NA
	Advertising	0	0	-	0	0	NA
	Cyber-security	1	0	Unauthorized access to a third-party Invoicing Supplier Portal = vendor involving forged banking documents.	0	0	NA
	Delivery of Products	0	0	-	0	0	NA
	Quality of Products	0	0	-	0	0	NA
	Restrictive Trade Practices	0	0	-	0	0	NA
	Unfair Trade Practices	0	0	-	0	0	NA
	Others	0	0	-	-	-	-
	4	Details of instances of product recalls on account of safety issues:					
			Number	Reasons for recall			
Voluntary recalls			0	NA			
Forced recalls			0	NA			

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.	Yes, 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	<p>In March 2025, a security incident was identified involving unauthorized access to our vendor login on a third-party Invoicing Supplier Portal of Vendor. The attacker used the compromised credentials to upload forged banking-related documents.</p> <p>Although the breach did not occur within our internal IT infrastructure, the following precautionary and corrective actions were taken immediately to check our internal IT Security:</p> <ul style="list-style-type: none"> • The vendor portal password was reset as part of a dual-authentication process. • All forged documents were replaced with correct and verified versions. • A forensic investigation was conducted on the user's laptop to ensure there was no internal breach. • A full VAPT (Vulnerability Assessment and Penetration Testing) scan was performed on our firewall and network devices. • A formal cybercrime complaint was filed with the authorities. • No internal vulnerabilities were identified; the issue was traced back to insufficient security controls on the third-party vendor portal.
7	Provide the following information relating to data breaches:	
	a. Number of instances of data breaches	0
	b. Percentage of data breaches involving personally identifiable information of customers	0%
	c. Impact, if any, of the data breaches	No financial loss, no data leakage, and no disruption to internal operations or IT services.