Annexure II

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	: L29100MH1989PLC255933
2	Name of the Listed Entity	: Balu Forge Industries Limited
3	Year of incorporation	: 1989
4	Registered office address	: 506, 5th Floor, Imperial Palace, 45 Telly Park Road, Andheri (East) , Mumbai, Maharashtra, India – 400069
5	Corporate address	: 506, 5th Floor, Imperial Palace, 45 Telly Park Road, Andheri (East) , Mumbai, Maharashtra, India – 400069
6	E-mail	: compliance@baluindustries.com
7	Telephone	: 91-8655075578
8	Website	: https://www.baluindustries.com
9	Financial year for which reporting is being done	: 1st April, 2024 to 31st March 2025
10	Name of the Stock Exchange(s) where shares are listed	: National Stock Exchange of India Limited (NSE) & Bombay Stock Exchange Limited (BSE)
11	Paid-up Capital	: ₹ 11,076.69 lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Ms. Tabassum Begum Compliance officer Telephone: 91-8655075578 Email: compliance@baluindustries.com
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).	: Since the core operations, comprising the majority of turnover, assets, and sustainability impacts, lie within Balu Forge Industries Limited, this report has been prepared on a standalone basis.
14	Name of assurance provider	: Not Applicable
15	Type of assurance obtained	: Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture	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 contribute
1	Finished Machined Metal Products	3099	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	3	1	4
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (no. of Countries)	50+

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

73.56%

c. A brief on types of customers

The company serves a diverse range of customers spanning various sectors, such as automotive, agriculture, defense, and industrial equipment. Its main clients include original equipment manufacturers (OEMs) and Tier 1 suppliers who demand precision-engineered and durable forged and machined parts. These products find application in components like engines, transmissions, axles, and heavy-duty machinery. With a well-established international footprint, the company delivers to businesses across Europe, Asia, and North America.

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)**	58	55	95%	3	5%
2	Other than Permanent **(E)**	0	0	-	0	-
3	**Total employees (D + E)**	**58**	**55**	**95%**	**3**	**5%**
	WORKERS					
4	Permanent (F)	92	92	100%	0	-
5	Other than Permanent (G)	354	350	99%	4	1%
6	**Total workers (F + G)**	**446**	**442**	**99%**	**4**	**1%**

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14%
Key Management Personnel	5	1	20.0%

22. Turnover rate for permanent employees and workers

Particulars	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	3%	-	3%	5%	-	5%	6%	-	6%
Permanent Workers	6%	-	6%	10%	-	10%	9%	-	9%

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Safa Otomotiv FZ – LLC	Subsidiary	100%	No
2	Naya Energy Works Private Limited	Subsidiary	100%	No
3	Advanced Technologies & Systems Private Limited	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover ₹ 598,47.65 lakhs

(iii) Net worth ₹ 948,86.60 lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints 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	The relevant policies supporting the principles of the BRSR, including the grievance redressal mechanism, are available at https://www.baluindustries.com/corporate-governance.php	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		1	1	-	2	2	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Other (please specify)		Nil	Nil	-	Nil	Nil	-

26 Overview of the entity's material responsible business conduct issues: Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt ormitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Market Demand Fluctuations	Risk	Demand volatility in end-user industries such as commercial vehicles, agriculture, railways, and energy, driven by regulatory changes, technological shifts, and cyclical trends.	Diversify product portfolio across multiple sectors, expand into new geographic markets, and maintain flexible manufacturing capabilities to balance sectoral downturns.	**Negative:** Loss of revenue and margin pressure during sectoral slowdowns. **Positive:** Diversification and sectoral balancing can stabilize revenues and mitigate downturn impact.
2	Innovation	Risk	OEMs and Tier-1 suppliers demand precision manufacturing, automation, and innovation in forging.	Invest in R&D, integrate advanced machinery and IT systems to improve efficiency and innovation.	**Positive:** Productivity gains, cost efficiency, stronger market positioning, and higher margins.
3	Customer Relationships & Retention	Opportunity	Global OEMs prefer partners with sustainable practices and long-term reliability.	Strengthen customer engagement, transparent disclosures, ethical sourcing, and compliance with international standards.	**Positive:** Increased repeat orders, lower acquisition costs, long-term revenue stability.
4	Energy Efficiency and Sustainability	Opportunity	Stringent environmental regulations and stakeholder expectations push adoption of sustainable practices in operations.	Transition to renewable energy, energy-efficient technologies, LED lighting, natural ventilators, and waste minimization.	**Positive:** Lower operating costs, regulatory compliance, improved ESG ratings, enhanced stakeholder trust.
5	Skilled Labor Shortage	Risk	Shortage of skilled operators and engineers for advanced forging and machining technologies.	Upskilling programs, partnerships with technical institutes, in-house training, competitive remuneration packages.	**Negative:** Higher training costs, risk of delays, productivity loss if unaddressed.
6	Cybersecurity Threats	Risk	Greater digitalization exposes the company to cyber risks, including potential data breaches and operational disruptions.	Implement robust cybersecurity infrastructure, conduct regular audits, and provide ongoing employee training.	**Negative:** Financial losses, reputational damage, legal liabilities, and possible operational interruptions.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt ormitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Partnerships and Alliances	Opportunity	Strategic collaborations and mergers enable capability expansion, market reach, and business resilience.	Pursue partnerships and alliances that leverage mutual strengths and open new market opportunities.	**Positive:** Access to new revenue streams, enhanced competitive advantages, and sustained growth potential.
8	Occupational Health & Safety	Risk	Post-pandemic concerns and regulatory vigilance demand strong health & safety culture.	Regular training, ISO 45001:2018 compliance, proactive safety monitoring, and upgraded workplace safety infrastructure.	**Negative:** Penalties, legal liabilities, reduced workforce productivity if non-compliant.
9	Corporate Governance	Opportunity	Ethical conduct and transparency build investor confidence and meet global procurement requirements.	Strengthen governance practices, disclosure standards, and internal controls to ensure accountability.	**Positive:** Lower cost of capital, enhanced investor and stakeholder trust, sustainable growth.

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 Question	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	Policies on HR, ISO, CSR, Insider Trading, Related Party etc. are available on https://www.baluindustries.com/corporate-governance.php								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Balu Forge Industries Limited has its policies in line with international standard and practices such as ISO 9001, ISO 45001, ISO 14001, IATF 16949;2016								

Disclosure Question		P1 P2 P3 P4 P5 P6 P7 P8 P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	• **Net Zero Emissions:** ✓ Carbon Neutral Operation by 2040. • **Renewable Energy:** ✓ Transition to 100% renewable energy by 2035 • **Water Management:** ✓ Achieve 100% water recycling by 2027. ✓ Achieve Zero Liquid Discharge by 2030 • **Waste Management:** ✓ Reduce total waste generation by 2030. • **Diversity and Inclusion:** ✓ Increase women's representation in leadership by 20% 2030.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Balu Forge Industries Limited has set a clear ESG roadmap with defined commitments and targets. The designated Committee reviews performance on sustainability objectives, targets, and strategy on a regular basis, offering recommendations to achieve these goals. Implementation is progressing as planned, with no significant delays or shortfalls reported, keeping the company on track to meet its stated commitments.
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)	Balu Forge Industries Limited has embedded sustainability within its core philosophy, adopting ESG practices well in advance of industry expectations. The Company is transitioning to cleaner, energy-efficient systems, with targets of carbon-neutral operations by 2040 and a complete shift to renewable energy by 2035. Water management remains a priority, with goals to achieve 100% recycling by 2027 and Zero Liquid Discharge by 2030. On the social front, the Company has committed to increasing women's representation in leadership roles by 20% by 2030. These initiatives are overseen by the CSR and Sustainability Committee, which provides regular updates to the Board. BFIL continues to strengthen its ESG performance with the objective of creating a sustainable and resilient future for all stakeholders.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Trimaan Chandok Whole-time Director (DIN 02853445)
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 company has formed a dedicated Management Committee at the board level that oversees its social, environmental, governance, and economic responsibilities. This committee regularly monitors the progress of ESG initiatives, with formal reviews conducted annually to ensure alignment with our sustainability goals.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The performance of various policies is being reviewed on quarterly/annual basis by Committee and Executive Committee of Senior Management.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the statutory requirements that are applicable from time to time. The same is reviewed by Committee on an annual basis.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: Principle-Wise Performance Disclosure

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 (BoD)	1	The company delivered a comprehensive orientation program for Independent Directors, addressing Insider Trading regulations, ESG and sustainability principles, recent SEBI updates, along with an overview of the company's divisions and product offerings.	85%
Key Managerial Personnel (KMP)#	3	Training encompassed topics such as Related Party Transactions, GDPR compliance, Digital Data Protection, Ethics, Human Rights, Sexual Harassment Prevention (POSH), Health & Safety, Environmental and Energy management, Business Strategy, and updates on SEBI and LODR regulations.	100%

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
Employees other than BoD and KMPs	12	Sessions covered Corporate Governance, Ethics, Anti-bribery measures, POSH, Environment, Health & Safety (EHS), Cybersecurity, and ESG/BRSR reporting. Training was delivered through a mix of classroom and e-learning formats, focusing on technical skills such as Impact Testing and Machine Safety, alongside soft skills including Team Building and Communication.	100%
Workers	26	Training targeted Ethics, POSH, ESG awareness, Diversity, Health & Safety, and Skill Enhancement. Specialized topics included Geometrical Dimensioning and Product Safety protocols.	77%

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):**

During the FY 2024-25, Balu Forge Industries Limited, including its Directors and Key Managerial Personnel (KMPs), did not incur any monetary or non-monetary fines, penalties, punishments, awards, compounding fees, or settlement payments in any proceedings involving regulatory authorities, law enforcement, or judicial bodies, as per the materiality thresholds outlined in Regulation 30 of SEBI.

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty / Fine					
Settlement	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
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	Nil	Not Applicable	Not Applicable	Not Applicable
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.

The company maintains a strong Anti-Bribery and Anti-Corruption Policy, reflecting its zero-tolerance approach to unethical practices. This policy mandates that all business conduct strictly complies with relevant laws and the highest ethical principles. Employees are clearly prohibited from accepting any offers or payments that could improperly influence business decisions, as detailed in the Company's Code of Conduct. Moreover, the policy extends to suppliers, who are expected to fully adhere to these standards. Any engagement in bribery or corrupt activities by suppliers may lead to blacklisting and legal consequences, underscoring the company's steadfast commitment to integrity and transparency throughout its operations.

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

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

6 Details of complaints with regard to conflict of interest:

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict to interest of the Directors	Nil	NA	Nil	NA
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

Not Applicable

8 Number of days of accounts payables ({Accounts payable *365} / Cost of goods/services procured):

	FY 2024-25	FY 2023-24
No of days of accounts payable	96	84

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7%	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	54%	97%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners} under the awareness programmes
7	The training programs primarily focused on anti-corruption measures and safeguarding human rights for our Manpower Service Providers. Additionally, we have begun conducting supplier assessments across multiple Environmental, Social, and Governance (ESG) criteria to monitor and improve their ESG performance.	78%

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

Yes, the company has established a comprehensive policy to effectively manage conflicts of interest among Board members and senior management. Individuals are required to recuse themselves from any decision-making processes where a conflict exists and must seek Board approval prior to accepting positions with competing organizations. This policy ensures that personal and business interests remain fully aligned with the company's objectives and governance standards.

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.**

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D*	0.27%	0.30%	The company actively invests in research and development to improve the environmental and social performance of its products, ensuring they meet evolving customer expectations. These efforts have led to measurable reductions in specific power and fuel consumption, contributing to lower carbon emissions.
Capex	0.91%	-	The company's capital expenditure program focuses on acquiring assets that enhance manufacturing quality, increase capacity, and expand the product range. This approach not only reduces environmental and social operational impacts but also facilitates the delivery of products and services with a smaller environmental footprint. Significant investments in equipment such as heaters, cooling units, compressors, motors, and emission control systems are key to achieving these outcomes.

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

Yes, the company has integrated sustainability principles within its supply chain by requiring suppliers to comply with strict environmental, legal, and ethical standards. Manufacturing operations are reviewed and optimized annually to reduce energy use and resource consumption. The company favors locally sourced, high-quality materials and promotes sustainable packaging solutions. A detailed supplier sustainability code outlines vendor selection criteria, focusing on safety, health, environmental stewardship, and ISO certifications.

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

Vendors are chosen under the sustainable procurement framework, with most materials procured from suppliers who have successfully passed ESG compliance evaluations.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:**

   Balu Forge Industries Limited (BFIL) produces products that retain resale value and can be recycled or refurbished. Since these products are supplied directly to OEMs and Tier-1 automotive manufacturers, BFIL's role in reclaiming them at the end of their life cycle is limited. However, the company maintains strong systems for the responsible recycling of e-waste, hazardous waste, and other materials through certified recycler partnerships. Moreover, BFIL actively supports waste minimization by reusing iron pallets and bins within its packaging operations.

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.**

   Not Applicable for the Company during the Financial Year 2024-25.

Leadership Indicators

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

   The Company has not conducted any life cycle assessment for the products till date. However, the Company is planning to carry out the LCA for products in the coming years.

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

   Not Applicable

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

   Balu Forge Industries Limited largely relies on certified primary alloy steels as per OEM specifications, and hence does not have significant recycled input material at present. Internal process scrap is recycled through authorized channels and reused wherever feasible, ensuring minimal raw material wastage. The Company continues to explore opportunities for increased use of recycled inputs in line with customer and industry standards.

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

Particulars	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	5.27	1.87	-	2.90	-	-
E-waste	-	-	-	-	-	-
Hazardous waste (used cutting oils, coolant sludge, contaminated rags/filters)	-	-	17.26	-	-	9.51
Other waste (paper, cartons, office waste)	-	2.10	-	-	-	-

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

Since the product is supplied directly to OEMs, the Company has limited opportunities to reclaim it at the end of its life cycle.

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	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities@	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	55	28	51%	28	51%	0	-	0	-	0	-
Female	3	3	100%	0	-	3	100%	0	-	0	-
Total	**58**	**31**	**53%**	**28**	**48%**	**3**	**5%**	**0**	**-**	**0**	**-**
Other than Permanent employees											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	**0**	**0**	**-**	**0**	**-**	**0**	**-**	**0**	**-**	**0**	**-**

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities@	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	92	92	100%	92	100%	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	**92**	92	**100%**	**92**	**100%**	**0**	**-**	**0**	**-**	**0**	**-**
Other than Permanent Workers											
Male	350	188	54%	188	54%	0	-	0	-	0	-
Female	4	0	-	4	100%	0	-	0	-	0	-
Total	**354**	**188**	**53%**	**192**	**54%**	**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	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.31%	0.10%

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

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%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI #	100%	100%	Y	100%	100%	Y

100% of eligible employees & workers under PF & ESC Regulation are covered.

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

The company ensures its workplaces are accessible to differently-abled employees, with permanent offices and manufacturing facilities designed to meet the accessibility requirements outlined in the Rights of Persons with Disabilities Act, 2016. These include accessible entrances to buildings and sites, user-friendly door mechanisms in corporate and factory spaces, push/lever-operated wash basin fixtures, well-lit and spacious corridors, and clear, visible signage throughout the premises.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the company follows an equal opportunity policy that complies with the requirements of the Rights of Persons with Disabilities Act, 2016. This policy is aimed at fostering a fair and inclusive work environment for all employees, including those with disabilities.

5. Return to work and Retention rates of permanent employees that took parental leave:

No permanent employees or workers availed parental leave during the reporting period; hence return to work and retention rates are not applicable.

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

Indicate product category	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the company has established a comprehensive Grievance Redressal system to ensure employees' concerns are addressed efficiently and fairly, while maintaining strict confidentiality. Grievance registers and complaint boxes are strategically placed at multiple locations to facilitate easy reporting. Contract workers can raise issues through their contractor representatives or company supervisors, who take responsibility for resolving the matter or escalating it to HR and relevant department heads as necessary. Additionally, the company enforces a strict policy to prevent, prohibit, and address sexual harassment in the workplace. A Whistle Blower Policy with an associated vigil mechanism enables employees to report unethical or financial misconduct safely. To promote awareness and compliance, regular workshops, group discussions, online training, and awareness campaigns are conducted focusing on sexual harassment prevention and overall workplace ethics.
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						
Male	55	0	-	41	0	-
Female	3	0	-	3	0	-
Total Permanent Workers						
Male	92	0	-	76	0	-
Female	0	0	-	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 (Other than workers) (incl. permanent + Other than permanent)										
Male	55	29	53%	38	69%	41	32	78%	31	76%
Female	3	3	100%	2	67%	3	2	67%	2	67%
Total	**58**	**29**	**55%**	**40%**	**60%**	**44**	**34**	**77%**	**33**	**75%**
Workers (Only permanent)										
Male	92	80	87%	65	71%	76	69	91%	43	57%
Female	0	0	-	0	-	0	0	-	0	-
Total	**92**	**80**	**87%**	**65**	**71%**	**76**	**69**	**91%**	**43**	**57%**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees (Other than workers) (incl. permanent + Other than permanent)						
Male	55	48	87%	41	35	85%
Female	3	2	67%	3	2	67%
Total	**58**	**50**	**86%**	**44**	**37**	**84%**
Workers (Only permanent)						
Male	92	68	74%	76	45	59%
Female	0	0	0%	0	0	-
Total	**92**	**68**	**74%**	**76**	**45**	**59%**

10. **Health and safety management system:**

a. **3Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes. Balu Forge Industries Limited has implemented an Occupational Health & Safety Management System in line with ISO 45001:2018 standards across all its manufacturing operations. The system covers all employees, contract workers, and onsite activities, ensuring safe and healthy workplaces. Its focus is on preventing occupational injuries and illnesses, identifying and mitigating risks, and driving continuous improvement in safety performance. All critical facilities of the Company are under the scope of this certified system..

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

Balu Forge Industries Limited (BFIL) has established a robust Occupational Health & Safety framework covering all manufacturing facilities, project sites, and offices. The system is designed to proactively identify hazards, assess risks, and implement effective controls to safeguard employees, contract workers, and stakeholders. Key elements include:

- **Method Statements:** Detailed work method statements are developed for all activities, outlining safe work procedures and identifying potential hazards.
- **Systematic Risk Assessment:** A structured process is in place to assess risks associated with each activity, enabling evaluation of potential consequences and likelihood of incidents.
- R**eal-Time Risk Evaluation:** Last-minute risk assessments are conducted at the job site prior to commencement of work to address evolving or immediate risks.
- R**isk Communication:** All identified risks and control measures are effectively communicated to employees and contractors, ensuring awareness and accountability.
- **Fatality Prevention Plan:** A company-wide Fatality Prevention Plan has been rolled out, with enhanced monitoring and strict controls in high-risk areas, aimed at achieving zero workplace accidents.

- **ISO 45001:2018 Certification:** All critical facilities of BFIL are covered under the ISO 45001:2018 Occupational Health & Safety Management System, ensuring compliance with international standards and continuous improvement in safety performance.

This comprehensive approach reflects BFIL's commitment to maintaining a safe and healthy workplace while striving for continuous improvement in occupational safety across all operations.

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

Yes, BFIL maintains a strong Incident Management and Investigation framework that promotes transparent reporting of hazards, unsafe acts, near misses, and serious incidents. Root Cause Failure Analyses are performed and corrective actions tracked until completion. The company encourages safety engagement via suggestion boxes and a whistleblower portal on every site. BFIL commits to proactive EHS objectives, mandatory PPE usage, and ergonomic practices throughout its facilities. It also collaborates with government bodies, industry forums, and academic institutions to support EHS regulations and initiatives.

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

Yes. In addition to occupational health services, BFIL provides employees and workers access to non-occupational medical and healthcare services. These include medical insurance coverage, wellness programs, and access to external healthcare providers. The Company also conducts awareness sessions on lifestyle diseases, mental health, and general well-being to support a healthier workforce.

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

Safety Incident/ Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Worker#	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Worker#	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Worker	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Worker	Nil	Nil

*Including in the contract workforce

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

Balu Forge Industries Limited (BFIL) is dedicated to providing a safe and healthy work environment through its comprehensive Health and Safety Management System. The company's Environmental, Health, and Safety (EHS) framework is designed to achieve zero harm across all operations. This is supported by daily safety briefings, task-specific training programs, and strict observance of the Work Permit System. Regular safety audits and mock drills help maintain high safety standards and proactively identify hazards.

Furthermore, BFIL implements measures based on Hazard Identification and Risk Assessment (HIRA) and Aspect Impact evaluations. Near misses and unsafe conditions are actively monitored and promptly addressed. Employee health is safeguarded with routine medical checkups and strict enforcement of Personal Protective Equipment (PPE). The company's Safety Policy also includes stringent fire prevention and control protocols, underscoring its commitment to continuous improvement and a robust safety culture.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

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.

Balu Forge Industries Limited (BFIL) continuously updates its safety protocols and Standard Operating Procedures by reviewing past incidents and case analyses to improve predictive capabilities and incident evaluations. This proactive strategy helps identify unsafe behaviors and critical risks, preventing potential accidents before they occur. Key initiatives include a Near Miss Awareness Program that encourages employees to report near misses, boosting safety vigilance, and fostering a no-blame culture to promote open communication around incidents. Contractor representatives are actively involved in safety committees to ensure all stakeholders maintain aligned safety standards.

In addition, BFIL regularly conducts safety training sessions. Corrective and Preventive Actions (CAPA) are systematically applied following any Lost Time Injury (LTI) to uncover root causes and prevent recurrence. These efforts demonstrate BFIL's unwavering commitment to workplace health and safety, which has led to a notable decline in safety incidents across all locations.

Leadership Indicators

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

(B) Workers (Y/N).

A) Employees – No

b) Workers - No

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

BFIL holds contractors responsible for paying statutory dues such as minimum wages, gratuity, GST, PF, ESIC, and bonuses directly to workers. The company verifies payments via contractor bank statements. For PF and ESIC contributions, BFIL directly debits contractors' accounts to ensure timely remittance to the government. GST payments to contractors are released only after confirming required returns have been filed. Monthly compliance documentation from value chain partners is reviewed by a third-party agency and BFIL's internal compliance team to guarantee full adherence to legal requirements.

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

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, BFIL consistently offers tailored skill development programs to employees throughout their tenure. These training initiatives address the specific needs of various roles, helping employees enhance their capabilities for opportunities beyond retirement or in cases of employment termination.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Vendors accounting for 71% of the total value have undergone assessment through either physical audits or documentation reviews.
Working Conditions	

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

BFIL prioritizes the health, safety, and working conditions of its value chain partners by conducting regular assessments of their practices. Based on these reviews, corrective actions are implemented to ensure compliance with BFIL's safety standards. Suppliers must adhere to BFIL's Supplier Code of Conduct at onboarding, with health and safety as core focus areas. BFIL also supports supplier development of policies concerning business ethics, human rights, environmental responsibility, energy management, and responsible sourcing, ensuring alignment with the company's high standards.

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.

Balu Forge Industries Limited (BFIL) understands that active engagement with stakeholders is fundamental to its business success. The company identifies key stakeholder groups by evaluating their significant influence on BFIL's operations and considering how the company's decisions may affect them. BFIL is committed to maintaining consistent and meaningful communication with these groups to align with their expectations, promote transparency, and nurture long-term relationships. This continuous dialogue informs business strategies that create shared value for both BFIL and its stakeholders. Key stakeholders include employees, suppliers, government agencies, customers, investors, media, local communities, NGOs, and CSR partners. Through this collaborative engagement, BFIL stays responsive to stakeholder concerns while fostering sustainable development.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors / Analysts	No	Annual General Meeting, shareholder meetings, investor/analyst calls, emails, press releases, stock exchange intimations, company & exchange websites	Quarterly / Annually / As needed	Review performance (financial health, dividends, profitability), discuss growth opportunities, risks (including climate change & cyber threats), and address investor concerns.
Employees	No	Leadership updates, grievance redressal cells, one-on-one meetings, exit interviews, HR communications, emails, workshops, training sessions	Ongoing / Regularly	Discuss career growth and performance, ensure job satisfaction, training & development, well-being and safety, clarify expectations, share vision & goals, and encourage employee engagement.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, helpdesk, distributor/ retailer meetings, conferences, trade fairs, joint business plans, publications, social & digital media	Ongoing / Regularly	Build long-term relationships, anticipate needs, ensure quality service, strengthen trust, and respond proactively to feedback.
Vendors / Subcontractors	No	Vendor meetings, emails, policy communications, sustainability assessments	Ongoing / Periodically	Share expectations on quality, cost, and timely delivery, exchange best practices, and align on growth plans.
Government & Regulatory Authorities	No	Meetings, emails, regular liaison, industry association forums, regulatory representations	Periodically	Ensure compliance with regulations, maintain governance standards, tax reporting, and engage in policy advocacy.

Leadership Indicators

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

   At Balu Forge Industries Limited (BFIL), stakeholder engagement is a continuous, leadership-driven process that adapts to market needs and global developments. Regular communication with communities and stakeholders is integrated into our operations, with feedback shaping project planning and decision-making.

   The Board oversees these consultations, focusing on sustainability, workplace safety, environmental impact, and long-term stakeholder relationships. An ESG team engages with stakeholders on key issues and provides regular updates to the Board, ensuring alignment with BFIL's commitments and stakeholder expectations.

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

   Yes, at BFIL, stakeholder engagement and materiality assessments are integral to pinpointing the most material sustainability issues for our business. The insights gained from these consultations inform strategy development, policy formulation, and implementation of monitoring frameworks, ensuring our sustainability efforts are focused, relevant, and impactful.

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

   Balu Forge Industries Limited (BFIL) is committed to identifying and supporting disadvantaged, vulnerable, and marginalized groups. For every new project or expansion, the Company proactively engages with these groups through structured CSR initiatives. Our CSR programs focus on Women – promoting empowerment, financial independence, and leadership skills, Students – improving access to quality education and digital resources, Unemployed youth – providing vocational training and employment-linked skill development. Through these targeted initiatives, BFIL seeks to enable economic upliftment, social inclusion, and long-term community development.

Category	Vulnerable Group	Concerns	Action Taken	Impact
Promoting education, including special education and vocational skills	Rural communities in Kota, Rajasthan (students, youth, women)	• Limited access to digital learning tools • Lack of infrastructure in rural villages • Skill gap for employability	• Set up Digital Resource Centre with e-learning facilities, vocational training, and community awareness programs	• Improved access to digital education • Enhanced skill development and employability • Increased literacy and awareness in the nodal village
Promoting education, livelihood enhancement and allied activities	Students from Tamil Nadu, Punjab, Kerala, Haryana, Uttar Pradesh, etc.	• Inadequate school facilities in semi-urban/rural areas • Need for affordable quality education	• Supported Snehalaya Education Foundation Sanchalit Seth R.J. Shingavi Vidyalaya (Karamba) through funding and program support	• Improved school infrastructure and quality of education • Wider access to education across multiple states • Better academic outc

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			FY 2023-24		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	58	36	62%	44	29	66%
Other than permanent	0	0	0%	0	0	-
Total Employees	**58**	**36**	**62%**	**44**	**29**	**66%**
Workers						
Permanent	92	42	46%	76	39	51%
Other than permanent	354	153	43%	325	138	42%
Total Workers	**446**	**195**	**44%**	**401**	**177**	**44%**

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	55	0	-	55	100%	41	0	-	41	100%

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Female	3	0	-	3	100%	3	0	-	3	100%
Other than Permanent										
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Workers										
Permanent										
Male	92	0	-	92	100%	76	0	-	76	100%
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent										
Male	350	89	25%	261	75%	325	77	24%	248	76%
Female	4	4	100%	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 (` in Lakhs)	Number	Median remuneration/ salary / wages of respective category (` in lakhs)
Board of Directors (BoD)	3	69.00	-	-
Key Managerial Personnel	1	16.39	1	10.47
Employees other than BoD and KMP	54	6.83	2	7.56
Workers	350	1.69	4	1.51

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3.32%	2.89%

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. At Balu Forge Industries Limited (BFIL), the Head of Human Resources is the designated focal point for overseeing human rights impacts and concerns in line with the Company's Human Rights Policy. Employees may escalate issues directly to the Audit Committee, while the Prevention of Sexual Harassment (POSH) Committee addresses matters related to workplace discrimination and harassment. All stakeholders are expected to comply with the principles of the Human Rights Policy and relevant laws across BFIL's operating regions.

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

Balu Forge Industries Limited (BFIL), human rights–related grievances can be reported through multiple channels, including the Whistleblower Policy, the grievance management system accessible via the Company website, or by directly approaching the Grievance Redressal Team/HR. The POSH Committee specifically addresses workplace harassment and discrimination issues.

HR regularly monitors compliance with the Company's Human Rights Policy to ensure grievances are addressed in a timely and fair manner. Stakeholders are also assured unhindered access to statutory and judicial processes, reinforcing transparency and accountability in grievance redressal.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at Workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0

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

Balu Forge Industries Limited (BFIL) maintains a strict zero-tolerance stance against discrimination, bullying, harassment, and any form of misconduct. The company ensures the protection of complainants by guaranteeing confidentiality and safeguarding against any form of retaliation. The Corporate Responsibility Committee oversees incident monitoring to ensure adherence to sustainability and human rights principles, while the Risk Management Committee supervises human rights risk management. BFIL raises awareness by providing accessible human rights guidelines on its website and conducting targeted employee training sessions. The POSH Policy complies with legal requirements, protecting complainants throughout investigation processes. The company's uncompromising approach leads to disciplinary action, including termination of business relations, for any violations of human rights.

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

BFIL requires all suppliers and vendors to comply with its Supplier Code of Conduct and Human Rights policies, which align with internationally accepted standards. The company enforces a zero-tolerance policy for human rights abuses and rigorously monitors supplier adherence.

BFIL actively fosters human rights best practices throughout its supply chain, ensuring business partners uphold these standards. Human rights expectations, including safe working environments, prohibition of child and forced labor, and compliance with environmental and social criteria, are clearly communicated during supplier onboarding and continuously throughout their engagement. These requirements are embedded as contractual provisions to safeguard human rights obligations.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The company conducted an internal assessment across 100% of its locations.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	N.A.

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

Nil.

Leadership Indicators

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

The Company have not received any Human Rights grievances during the Financial Year 2024-25

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

Balu Forge Industries Limited (BFIL) routinely carries out internal audits to verify adherence to human rights standards. Although no dedicated human rights due diligence was performed during the reporting period, the company remains committed to strengthening its human rights framework by incorporating best practices and lessons learned into its policies. Currently, human rights considerations are included as a component in broader compliance audits.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

The majority of the company's permanent facilities and office buildings are designed to be accessible to differently-abled visitors, ensuring compliance with the Rights of Persons with Disabilities Act, 2016.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Vendors representing 70% of key value chain partners, have been assessed for workplace discrimination through physical audits and documentation reviews. The remaining suppliers have signed a Code of Conduct addressing issues such as child labor and forced labor, and are expected to comply with its requirements.
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

The assessment of key vendors was completed in FY 2024-25, with all observations and non-conformances duly recorded. No significant risk cases were identified.

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

Essential Indicators:

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

Parameter	FY 2024-25	FY 2023-24
From Renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**-**	**-**
From non-renewable sources		
Total electricity consumption (D)	92,231	64,298
Total fuel consumption (E)	5,435	5,852
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	**97,666**	**70,150**
Total energy consumed (A+B+C+D+E+F)	**97,666**	**70,150**

Parameter	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations (Rs. Lakhs))	1.63	1.81
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	33.72	35.72
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

For FY 2023-24, PPP Conversion rate is 22.40, referred from IMF available for March 2024. Similarly, for FY2024-25 PPP Conversion rate, referred from IMF is 20.66.

Note: Indicate If any Independent assessment/ evaluation/assurance has been caried 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, the company currently does not have any sites or facilities designated as consumers under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India.

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	39,821	33,050
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**39,821**	**33,050**
Total volume of water consumption (in kilolitres)	**19,768**	**12,189**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations (₹ Lakhs))	0.33	0.31
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations (₹ Lakhs) adjusted for PPP)	6.82	7.04
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 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	18,632	20,861
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2024-25	FY 2023-24
(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	-	-
Total water discharged (in kilolitres)	**18,632**	**20,861**

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.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, we ensure full compliance with all applicable statutory obligations set by the Central and State Pollution Control Boards. In locations where zero liquid discharge is mandated, we have implemented and maintained the necessary systems to meet these requirements. At other sites, we have established mechanisms to treat sewage and effluent in accordance with statutory guidelines, with treated water being reused internally whenever possible to minimize waste. Currently, the company operates a Effluent Treatment Plant (ETP) at our manufacturing facility. Our goal is to achieve Zero Liquid Discharge across all plants by 2030.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm^3	30	25
SOx	mg/Nm^3	18	16
Particulate matter (PM)	mg/Nm^3	45	44
Persistent organic pollutants (POP)	mg/Nm^3	-	-
Volatile organic compounds (VOC)	mg/Nm^3	-	-
Hazardous air pollutants (HAP)	mg/Nm^3	-	-
Others – please specify	mg/Nm^3	-	-

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, environmental monitoring is conducted at various plants and project sites by agencies authorized by the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCB). These agencies are authorized either by the respective State Pollution Control Boards or by the relevant clients.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,027	1,091
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	17,234	12,015
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons CO,/ = ₹ lakhs	0.31	0.34

Parameter	Unit	FY 2024-25	FY 2023-24
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)	Metric tons CO_2/ = ₹ lakhs	# 6.40	# 7.62
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	-	-
Total Scope 1 and Scope 2 emission intensity	Metric tons of CO_2/ manpower	36.23	29.46

For FY 2023-24, PPP Conversion rate is 22.40, referred from IMF available for March 2024. Similarly, for FY2024-25 PPP Conversion rate, referred from IMF is 20.66.

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.

Balu Forge Industries Limited (BFIL) is committed to reducing the environmental footprint of its operations, with a particular focus on lowering greenhouse gas emissions. The company has established an ambitious target to cut GHG emissions by 20% across all manufacturing facilities by 2028, aiming for net-zero emissions by 2040. To achieve these goals, BFIL has adopted several initiatives, including the deployment of solar power systems. Furthermore, the company is investing in energy-efficient LED lighting, enhanced natural ventilation, and electric vehicles as part of its broader sustainability strategy.

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)	5.27	2.90
E-waste (B)	-	0.01
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)		
Other Hazardous waste, please specify (G) (Used Oil, Residues, Used Graese, Cotton Waste, Sludge	29.12	17.07
Other non-hazardous waste generated (H) Please specify, if any (MS Scrap/ Scale/Bur)	4,101.31	3,661.16
Total (A+ B+C+D+E+F+G+H)	**4,135.70**	**3,678.24**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR in Lakhs)	0.09	0.09
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ INR in Lakhs)*PPP	1.43	2.12
Waste intensity in terms of physical output (MT/MT		
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		
(ii) Re-used		
(iii) Other recovery operations	4,135.70	3,678.24

Parameter	FY 2024-25	FY 2023-24
Total	**4,135.70**	**3,678.24**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations	34.39	19.98
Total	**34.39**	**19.98**

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.

The assurance has not been carried out by any external agency.

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.

Balu Forge Industries Limited (BFIL) is committed to minimizing its environmental footprint through robust waste management practices based on the 5R principles: Reduce, Reuse, Reprocess, Recycle, and Recover. The company focuses on reducing both hazardous and non-hazardous waste generation throughout its operations. Hazardous waste is managed in strict compliance with statutory requirements, maintaining a detailed waste registry and ensuring disposal through authorized agencies. BFIL continually works to reduce the use of hazardous materials by enhancing manufacturing processes.

For non-hazardous wastes, BFIL prioritizes source reduction, reuse, and recycling initiatives. Biodegradable waste is converted into manure, while non-biodegradable waste is sent to authorized recyclers. Additionally, sewage treatment plant (STP) sludge is repurposed as a soil conditioner. The company upgrades its facilities and embraces lean manufacturing principles to enhance efficiency and waste reduction. Ongoing employee training on responsible waste disposal further strengthens BFIL's commitment to environmental stewardship, supported by a comprehensive waste management plan implemented across all sites.

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	Types of operation	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 the project	EIA Notification No. and Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
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:

The company fully complies with all relevant environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the associated rules during the FY 2024-25.

Leadership Indicators

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

Not applicable

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

The Company is in the process to start data management for scope 3 emissions and hence it is not reported.

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

The Corporate Social Responsibility (CSR) team at Balu Forge Industries Private Limited oversees continuous monitoring of CSR initiatives while maintaining active engagement with communities across its operational areas. The team ensures that any grievances raised are promptly reviewed and resolved, fostering trust, collaboration, and sustained support for community development.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Effluent Treatment Plant	Established a Zero Liquid Discharge (ZLD) effluent treatment facility at Jaipur plant to recycle treated water for quenching and other process requirements.	Conserved freshwater resources by reusing treated water, reduced environmental footprint, and achieved sustainable water management practices.
3	Energy-Efficient Manufacturing Equipment	Upgraded to modern, energy-efficient machinery and production equipment across key operations.	Reduced overall energy consumption, lowered operational costs, and contributed to a decreased carbon footprint.
4	Zero-Waste Manufacturing Program	Launched a program to minimize waste generation through recycling, reusing, and process optimization.	Diverted waste from landfills, improved recycling efficiency, reduced waste disposal costs, and moved closer to circular manufacturing practices.

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

Yes, Balu Forge Industries Limited (BFIL) has an Onsite Emergency Plan & Disaster Control strategy in place to ensure business continuity during disruptive incidents. This plan is developed by benchmarking against best practices from organizations with advanced Business Continuity Management systems, ensuring robust preparedness and response measures.

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

No significant adverse environmental impacts have been reported by any of our value chain partners. All partners have committed to a specific Code of Conduct, which mandates compliance with Environmental, Health, and Safety (EHS) regulations, fair labor practices, minimum wage laws, and prohibits child and forced labor. Each vendor is bound by these commitments, and regular audits are conducted to ensure strict adherence to these standards.

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

No adverse environmental impacts have been identified to date. However, all participants in the supply chain are contractually required to comply with applicable laws and regulations, including environmental standards. The company intends to carry out formal assessments of the environmental impact of its supply chain partners in the coming years.

8. **How many Green Credits have been generated or procured:**

   a. By the listed entity: Nil

   b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

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: Total 6**

   b. **List the top trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National International)
1	Automative Component Manufacturers Association of India	National
2	Indo Arab Chamber of Commerce & Industries	International
3	EEPC (Formally Engineering Export Promotion Council)	National
4	Bombay Chamber of Commerce & Industry	National
5	Federation of Indian Chambers of Commerce & Industries	National
6	Association of India Forging Industry	National

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

There were no cases during the year.

Leadership Indicators

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

   Balu Forge Industries Limited (BFIL) actively collaborates with trade associations and regulatory authorities to promote enhancements in public policy, focusing on key areas such as taxation, corporate governance, economic reforms, and energy security. The company plays a constructive role in policy formulation by participating in various committees and task forces, providing insights and recommendations to help refine and strengthen regulatory frameworks within the industry.

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.**

   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:**

   Not applicable

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

Balu Forge Industries Limited (BFIL) has established a dedicated CSR team that actively oversees its projects and maintains continuous engagement with local communities around its operations. This team ensures that any community grievances are promptly received, addressed, and resolved effectively, providing timely responses to local concerns.

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	24%	26%
Sourced directly from within the district and neighbouring districts	8%	10%

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

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	68%	71%
Metropolitan	32%	29%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ` million)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

No

(b) From which marginalised/vulnerable groups do you procure?

None in the financial year

(c) What percentage of total procurement (by value) does it constitute?

Not applicable.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired Yes / No	Basis of calculating benefit share
Nil			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Uttam Shiksha - EK Prayas & Skill development	750+	100%
2	Snehalata	70+	100%

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.**

   Balu Forge Industries Limited (BFIL) prioritizes customer satisfaction and engages with its customers through multiple channels to collect feedback and address concerns. A formal grievance redressal mechanism, including dedicated email communication, is in place to ensure timely resolution of complaints. Complaint trends and feedback are periodically reviewed by senior management. BFIL follows an Integrated Management System (IMS) procedure for handling complaints, reflecting its commitment to customer-centric practices.

2. **Turnover of products/services as a percentage of turnover from all products/services that carry information about:**

   The products offered by BFIL are fully recyclable, as they are primarily composed of metal components. However, the company does not currently calculate environmental and social parameters related to these products as a proportion of total turnover.

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of Essential Services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

   No such instances were reported during the FY 2024-25 reporting period.

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, the Company has a Data Privacy Policy

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

   Not Applicable

7. **Provide the following information relating to data breaches:**

   a) **Number of instances of data breaches along with impact**

   Zero data breaches incidents in the FY 2024-25.

   b) **Percentage of data breaches involving personally identifiable information of customers**

   Not Applicable

   c) **Impact, if any, of the data breaches**

   Not Applicable

Leadership Indicators

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

   Details about Balu Forge Industries Limited's (BFIL) business can be found on its website at https://www.baluindustries.com/

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   As BFIL supplies products primarily to Original Equipment Manufacturers (OEMs) and Tier-1 suppliers, the direct communication to end-users is limited. OEMs incorporate BFIL's components into their final products and carry out consumer education on safe and responsible usage.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   In case of disruptions, BFIL informs affected customers through official communication channels, including email, telephone, and website updates.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief.**

   Yes. BFIL displays product-related information (manufacturer details, heat codes, process numbers, dispatch details, and part numbers) as per OEM requirements and applicable laws.

5. **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Customer satisfaction is closely monitored through regular interactions and feedback collection. Feedback is analysed by senior management, and corrective actions are taken to ensure continuous improvement.