

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L29150PN1989PLC054143
2. Name of the Listed Entity	SANGHVI MOVERS LIMITED
3. Year of incorporation	03 November 1989
4. Registered office address	Survey No 92, Tathawade, Taluka Mulshi, Pune - 411033
5. Corporate address	Same as above
6. E-mail	sanghvi@sanghvicranes.com
7. Telephone	(91) 20 27400700
8. Website	www.sanghvicranes.com
9. Financial year for which reporting is being done	2022-2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Ltd.
11. Paid-up Capital	8,65,76,000/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rajesh P. Likhite Tel No. (91) 20 27400700 Email: cs@sanghvicranes.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).	Standalone basis

### II. Products/services

#### 14. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Crane hiring services	Sanghvi Movers Limited ("SML") is engaged in the supply of medium and heavy-duty cranes on rental basis to private and public sector undertakings.	95%

#### 15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Crane Hiring Services	77301	95%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	22	22
International	0	0	0

\* As of 31 March 2023, the Company's cranes are operating at more than 100 customer locations throughout India, in addition to the 17 Company owned Depots, 4 regional offices and registered office at Tathawade, Pune.



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### 17. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

Currently 0%.

#### c. A brief on types of customers

SML is in the business of providing medium sized heavy duty cranes on rental basis to various large corporates for erection of their industrial plants. Currently Company has a fleet of approximately 400 cranes ranging from 40 MT to 800 MT lifting capacity.

These cranes are primarily used for construction of various industrial plants like Power plants, Steel plants, Cement plants, Fertilizers, Petro-chemicals, and refineries, and also used for erection of wind mills and construction of metros (underground as well as elevated).

SML Crane fleet consists of all types of Crawler & Truck Mounted Cranes & can be used for all types of projects in Infrastructure & Core Sector. The list of valued clients of SML includes few big names of Indian Corporate in the Private & Public Sector & MNCs also. To name a few Reliance Industries Ltd., BHEL, NTPC, Larsen & Toubro, Suzlon, Vestas, GE, Siemens Gamesa, Renew Power, Ultratech Cement, Ambuja Cement, Shree Cement, IOCL, NTPC, BALCO, Tata Steel, ACC Cement, JSW, Dilip Buildcon, ISGEC, Tata Power, JSPL, JSW Energy, GNFC, Vedanta, etc.

We take pride in our commitment to innovation and providing unparalleled support to our clients. Our goal is to contribute significantly to the growth of green energy by offering top-notch services and solutions. With our expertise and dedication, SML stands out as a trusted partner in the dynamic realm of wind energy.

## IV. Employees

### 18. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1	Permanent (D)	249	238	95.58%	11	4.42%
2	Other than Permanent (E)	73	73	100%	0	0%
3	Total employees (D + E)	322	311	96.58%	11	3.42%
<b>Workers</b>						
4	Permanent (F)	54	54	100%	0	0%
5	Other than Permanent (G)	1,398	1,398	100%	0	0%
6	Total workers (F + G)	1,452	1,452	100%	0	0%

## Business Responsibility & Sustainability Report (Contd.)

### b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled employees</b>						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	0	0	0%	0	0%
<b>Differently abled workers</b>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than permanent (G)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	0	0	0%	0	0%

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel	3	0	0%

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

FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>								
23.20%	60.00%	24.51%	28.69%	30.77%	28.74%	14.91%	0%	14.72%
<b>Permanent Workers</b>								
22.81%	0%	22.81%	30.22%	0%	30.22%	18.99%	0%	18.99%

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

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

S. No.	Name of the holding / subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sanghvi Movers Vietnam Company Limited	Subsidiary Company	100%	No





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## VI. CSR Details

<b>22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b>	Yes
<b>(ii) Turnover (in Rs.)</b>	485.55 Cr
<b>(iii) Net worth (in Rs.)</b>	841.71 Cr

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	1	0	NA	0	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	7	0	NA	4	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA

\*SML has implemented a robust grievance mechanism that encompasses all stakeholders, ensuring that every voice is heard and addressed. We take great care to ensure that grievances are properly resolved and that no concern goes unnoticed. For detailed information about our grievance redressal mechanism, please refer <https://www.sanghvicranes.com/investor/company-policies/>



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

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

S. No.	Material 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	Emissions & Pollutants	Risk	As a crane rental Company, the Company rents cranes for a variety of projects. The operation of these cranes is an energy intensive activity and generates significant direct and indirect Greenhouse Gas (GHG) emissions, including carbon dioxide and methane from fuel use. Uncontrolled pollutants and emissions during operation and associated activities may impose some legal and environmental risks for the Company.	SML is committed to clean energy transition with an environmental policy. We've invested in solar plants and energy-efficient equipment like air conditioning units, contributing to renewable energy and energy conservation.	Negative
2	Improve Operational Efficiency	Opportunity	The goal of operational efficiency is to gain more with less, which may be achieved by, for instance, using less energy, boosting yield, and using equipment more effectively overall. Bringing processes in place aimed at overall optimisation is an opportunity for companies to increase profits as well as achieve long term sustainability.		Positive
3	Waste Management	Risk	Waste is commonly produced during Company operations, machinery maintenance, and administrative tasks, posing risks to the environment, air quality, climate, and ecosystem. Improper waste management can endanger personnel safety and result in substantial fines for non-compliance with regulations.	SML has established Waste Management and IT E-Waste Management Policies to promote a circular economy. We have implemented systems and procedures to responsibly dispose of waste in accordance with best practices and standards, emphasizing a sustainable approach.	Negative





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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 or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Climate Risk and Adaption	Risk	Climate change events pose physical risks such as floods and wildfires or transitional risks such as mandatory renewable energy regulations. Such events can potentially impact the business. Hence, the need to assess and mitigate.	Our Company has not identified any climate risks to our business. However, we are actively monitoring the evolving environmental landscape and associated regulations to ensure that we stay informed and prepared for any potential climate-related risks in the future.	Negative
5	Circular Economy	Opportunity	The Circular Economy model of production and consumption promotes the reusing, refurbishing and recycling of existing materials and products. The transition to a circular economy will affect a change in building design and material usage. A shift in regulations and demand, combined with new technology, has the potential to reduce costs.		Positive
6	Customer Satisfaction	Risk	In a sector with high-value projects, ensuring customer satisfaction is essential. An unsatisfactory consumer experience may pose a risk to business continuity, while a positive customer experience can ensure enhanced profits and brand reputation.	Ensuring service quality is our utmost priority at SML. We have an escalation mechanism in place to address customer concerns promptly and provide timely responses. Company ensures the timely delivery of its cranes at the job sites of the customer as per contractual commitment and have robust monitoring system to ensure smooth crane operations at the client's job site. The company has received various Certificate of Appreciation from its customers for timely completion of the project and HSE practices followed.	Negative



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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 or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Operational Health & Safety	Risk	A significant amount of manual labour is required for operations, maintenance, repair work and other on-site tasks. Due to the workforce's exposure to powered haulage and heavy machinery, several mishaps, fall accidents, fatality and injuries may occur. Additionally, temporary employees can be at a higher risk due to a lack of training or work experience. If workers' health and safety are not protected, there may be fines and penalties; major events may result in acute injury and potential liabilities due to legal or regulatory actions. Risks involving health and safety can also cause project delays and downtime, increasing project costs and decreasing profitability.	SML places a strong emphasis on Employee Health and Safety (EHS) and strives to maintain the highest standards of Occupational Health and Safety (OHS). As an ISO 45001 certified Company, we have a dedicated EHS team that proactively addresses safety measures at both our offices and sites. The team conducts regular trainings for employees and workers to ensure their well-being. We also organise initiatives such as Safety Week and safety workshops throughout the year to promote a culture of safety and enhance awareness of best practices. The Company has been following the due and necessary SOPs in order to ensure maximum operational health and safety of its employees and cranes at the job sites.	Negative
8	Employee Well-being & Retention	Risk	Higher employee retention rates convey good Company policies and practices. However, a high attrition rate indicates low employee satisfaction to investors. Ensuring employee well-being can boost employee morale and reduce hiring and onboarding costs.	SML prioritises the overall growth of its employees through robust people practices. We emphasise health and well-being initiatives, fair pay norms, equal opportunities and extensive training programmes. Performance appraisals and promotions are designed to encourage employee retention. Additionally, we organise various events such as annual sports events, festival celebrations, trekking, health check-ups and learning and development programmes to foster a positive and engaging work environment.	Negative



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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 or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Labour Management	Risk	Businesses requiring workers on site must ensure effective labour management practices. This includes the complexity of their workforce (size, labour intensity and operational locations), the management-labour interaction, the effectiveness of worker rights and their attempts to engage their workers. Attrition of skilled labour especially poses an operational risk for companies.	The Company implements robust labour management systems, including clear job descriptions and regular training programmes. We foster a positive work culture, prioritise employee well-being and maintain open lines of communication to address concerns promptly.	Negative
10	Diversity & Inclusion	Opportunity	A Company's high diversity and inclusion rate reflects employees' sense of belonging and fairness within the Company. Improving diversity and inclusion helps companies to support vulnerable groups resulting in community brand image creation for the Company.	The Company will formulate measures to improve diversity & inclusion.	Positive
11	Human Rights	Risk	Companies focussing on respecting human rights demonstrate their commitment to building sustainable and mutually beneficial relationships with those who are influenced or impacted by their operations, such as customers, communities, workers and investors. This includes demonstrating that they care about the people whose lives they engage with.	At SML, human dignity is a fundamental core value. We prioritise equal opportunity, strictly enforce policies against sexual harassment, prohibit child and forced labour and adhere to a comprehensive code of conduct. By upholding these principles, we ensure the highest level of compliance with human rights standards throughout our operations.	Negative
12	Customer Information And Privacy Protection	Risk	Companies are assessed based on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and their data protection systems.	SML respects and protects the data privacy of its customers. We have a privacy policy and robust systems in place to safeguard customer information and protection of customer data.	Negative

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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 or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Corporate Governance	Risk	Businesses are assessed based on their performance across all key governance issues, which include ownership & control, Board pay, accounting, business ethics, and tax transparency. This topic examines the effect that a Company's corporate governance and business ethics practices have on its shareholders and other investors.	SML is committed to strict adherence to all relevant laws and regulations, with robust systems in place to monitor regulatory compliance. We conduct our business ethically, transparently, and with accountability, striking a balance between the interests of our shareholders and stakeholders. Our senior management conducts regular reviews to ensure compliance and uphold these principles.	Negative
14	Business Ethics And Compliance	Risk	The key issue relevant to business ethics and management of business ethics are issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation.	SML has implemented an Anti-Bribery and Anti-Corruption Policy along with a robust Vigil Mechanism & Whistle-Blower policy. The management consistently monitors the effectiveness of these measures to ensure a strong stance against bribery and corruption.	Negative

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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	<a href="https://www.sanghvicranes.com/investor/company-policies/">https://www.sanghvicranes.com/investor/company-policies/</a>								
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	No	No	No





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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.		ISO 9001	ISO 45001			ISO 14001			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our aspiration is to emerge as a global sustainability leader within the crane rental industry. As part of our ESG roadmap, we have conducted a materiality assessment, identifying our priority areas. Moving forward, we are committed to defining specific commitments and targets in the coming year to further advance our sustainability objectives.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	No	No	No	No	No	No	No	No

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)**

As the Managing Director of Sanghvi Movers Limited, I am pleased to provide an update on our ongoing commitment to Environmental, Social, and Governance (ESG) principles and sustainable practices. We firmly believe that conducting our business responsibly is essential for creating long-term value for all our stakeholders.

To drive our sustainability goals, we have adopted and implemented various policies and practices aimed at reducing our carbon footprint and promoting sustainable development. Our focus on energy conservation, emissions reduction, and resource efficiency reflects our dedication to environmental stewardship. We have taken our initial steps towards embracing clean energy by installing a solar capacity of 120 Kilowatt-hours. This marks the beginning of our journey towards a more sustainable future. We are providing our cranes for development of renewable energy projects such as windmills. In addition, we have ambitious plans to expand our Wind Power EPC business, solidifying our commitment to the renewable energy sector and furthering our contribution to clean energy generation. As a part of sustainability initiatives and green earth, we are conducting 'tree plantation drive' on regular basis. As on 31 March 2023, we have planted more than 2,000 trees at various premises. We have also built up compost fertilizer plant at our Registered office.

Employee well-being is of paramount importance to us, and we have implemented initiatives to support the health of our workforce. Our commitment to good governance practices ensures transparency and ethical decision-making across all our operations.

In alignment with our commitment to ESG principles, we have conducted a comprehensive materiality assessment to identify key sustainability issues that are significant to our stakeholders and our business. Drawing from this assessment, we will develop a comprehensive sustainability roadmap in the upcoming year. This roadmap will guide our efforts to address these critical issues and drive meaningful progress towards our sustainability goals.



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We firmly believe that ESG considerations are fundamental to our success as an organisation and we will continue to integrate these principles into our business practices. We remain committed to engaging with our stakeholders, understanding their needs and concerns and working collaboratively to create shared value.

Together, we will drive positive change and contribute to a sustainable and prosperous future for all.

Director Name: Mr. Rishi C. Sanghvi

Designation: Managing Director

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Rishi C. Sanghvi, Managing Director

Mr. Sham D. Kajale, Joint Managing Director & CFO

### 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.

Mr. Rishi C. Sanghvi, Managing Director

Mr. Sham D. Kajale, Joint Managing Director & CFO

### 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Director									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Quarterly								

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	Yes, Bureau Veritas	Yes, Bureau Veritas	No	No	Yes, Bureau Veritas	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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
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
<b>Board of Directors</b>	3	1. ESG, 2. Business strategies & statutory compliances	100%
<b>Key Managerial Personnel</b>	4	1. CARO, 2. ESG, 3. Business strategies & statutory compliances	100%
<b>Employees other than BoD and KMPs</b>	6	1. Regular Trainings: Advanced Microsoft Excel, HR skills including Team Building, Team Management, Communication Skills, Presentation Skills & Public Speaking, Time Management, Emotional Intelligence, Work Ethics, Corporate Etiquettes & Grooming, Corporate Yoga and Yin Yang Yoga & Tai Chi for Body-Mind Balance 2. Annual Sales Meet 3. Annual Leadership Meet 4. Annual Operations Meet 5. Social Media Training for sales 6. Prevention of Sexual Harassment (POSH) at Workplace training	96.67%
<b>Workers</b>	1	1. Safety trainings	92%



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### 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 entity's website):

#### Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Penalty/ Fine</b>	Principle 1	Regional Transport Authorities ("RTO")	86,09,000/-	RTO penalties and fines for carrying overweight/ over dimension crane parts	No
<b>Settlement</b>	NA	NA	0	NA	NA
<b>Compounding fee</b>	NA	NA	0	NA	NA

#### 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			NIL	

### 3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

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

### 4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, SML has implemented a robust Anti-Bribery and Anti-Corruption Policy, which clearly outlines our unwavering commitment to combatting bribery and corruption risks. This policy serves as a guiding framework for all our operations and sets the standard for ethical conduct throughout the organisation.

In addition to clearly defining our stance against bribery and corruption, the policy also establishes a detailed grievance mechanism.

Web-link: <https://www.sanghvicranes.com/investor/company-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:**

	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
<b>Directors</b>	0	0
<b>KMPs</b>	0	0
<b>Employees</b>	0	0
<b>Workers</b>	0	0

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

	<b>FY 2022-23 (Current Financial Year)</b>		<b>FY 2021-22 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

**7 Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

NA

**Leadership Indicators**

**1. 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, SML has implemented a conflict-of-interest policy which applies to all employees including Board of Director. In addition to the above, the Company's "Code of conduct for Director and Senior Management" regulates the conflict of interest situation for directors.

The Directors of the Company shall file a yearly declaration of compliance for the code.

Web-link: <https://www.sanghvicranes.com/investor/company-policies/>

**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.**

	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>	<b>Details of improvements in environmental and social impacts</b>
<b>R&amp;D</b>	0	0	NA
<b>Capex</b>	0	0	NA





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

Yes

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

0%\*

\* The Company has adopted the Sustainable Supply Chain And Responsible Sourcing Policy in 2022-23 and the implementation of policy is still in progress.

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

Not applicable

### 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

## 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)
<b>Permanent employees</b>											
<b>Male</b>	238	238	100%	238	100%	NA	NA	0	0%	0	0%
<b>Female</b>	11	11	100%	11	100%	11	100%	NA	NA	0	0%
<b>Total</b>	249	249	100%	249	100%	11	100%	0	0%	0	0%
<b>Other than Permanent employees</b>											
<b>Male</b>	73	22	30%	73	100%	0	0%	0	0%	0	0%
<b>Female</b>	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	73	22	30%	73	100%	0	0%	0	0%	0	0%



**Business Responsibility & Sustainability Report (Contd.)**
**1. b. Details of measures for the well-being of workers:**

Category	% of workers 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)
<b>Permanent workers</b>											
<b>Male</b>	54	54	100%	54	100%	NA	NA	0	0%	0	0%
<b>Female</b>	0	0	0%	0	0	0	0%	NA	NA	0	0%
<b>Total</b>	54	54	100%	54	100%	0	0%	0	0%	0	0%
<b>Other than Permanent workers</b>											
<b>Male</b>	1398	0	0%	1398	100%	NA	NA	0	0%	0	0%
<b>Female</b>	0	0	0%	0	0%	0	0%	NA	NA	0	0%
<b>Total</b>	1398	0	0%	1398	100%	0	0%	0	0%	0	0%

**2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.**

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (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.)
<b>PF</b>	100%	100%	Yes	100%	100%	Yes
<b>Gratuity</b>	100%	100%	Yes	100%	100%	Yes
<b>ESI</b>	6.4%	100%	Yes	0.80%	100%	Yes
<b>Superannuation</b>	12%	0%	Yes	12%	0%	Yes

\* Applicable for permanent workers

**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.**

No, However we are committed to creating an inclusive and accessible workplace for all individuals, including differently abled employees and workers. Our premises are not currently meeting the requirements of the Rights of Persons with Disabilities Act, 2016, we are actively taking steps to address this matter.

**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,

<https://www.sanghvicranes.com/investor/company-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			
Female				
Total				

\*We have maternity cover for all female employees as a part of health insurance policy. During the period under review, there were neither any claims of maternity nor paternity leave from any of our employees.

**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	Yes, there is a grievance redressal mechanism in place. The Company has established a transparent complaint resolution process with the goal of addressing concerns in compliance with the statutory requirements.
Other than Permanent Workers	
Permanent Employees	Yes, SML has a mechanism available to receive and redress grievances for all the categories of employees. The mechanism is explained below: <ul style="list-style-type: none"> <li>a. Any employee or worker who feels or believes that he or she has been subjected to or witnessed sexual harassment in the company has an obligation and duty to report the same to <a href="mailto:vigilance@sanghvicranes.com">vigilance@sanghvicranes.com</a>.</li> </ul> SML Vigil Mechanism and Whistle Blower Policy and Anti Sexual Harassment Policy enables our employees to raise and report all allegations of suspected improper activities that are in breach of our Code of conduct. The complainant can lodge actual or suspected fraud or any violation of the company's COC at <a href="mailto:vigilance@sanghvicranes.com">vigilance@sanghvicranes.com</a> or a written complaint can be dropped into the drop box at the registered office of the Company.

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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)
<b>Total Permanent Employees</b>	249	0	0%	249	0	0%
- Male	238	0	0%	240	0	0%
- Female	11	0	0%	09	0	0%
<b>Total Permanent Workers</b>	54	0	0%	62	0	0%
- Male	54	0	0%	62	0	0%
- Female	0	0	0%	0	0	0%



**8. Details of training given to employees and workers:**

Category	FY 2022-23 Current Financial Year					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	311	46	15%	92	30%	345	37	11%	38	11%
Female	11	10	91%	11	100%	9	7	78%	6	67%
<b>Total</b>	<b>322</b>	<b>56</b>	<b>17%</b>	<b>103</b>	<b>32%</b>	<b>354</b>	<b>44</b>	<b>12%</b>	<b>44</b>	<b>12%</b>
<b>Workers</b>										
Male	1452	1418	98%	62	4%	1333	1333	100%	57	4%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Total</b>	<b>1452</b>	<b>1418</b>	<b>98%</b>	<b>62</b>	<b>4%</b>	<b>1333</b>	<b>1333</b>	<b>100%</b>	<b>57</b>	<b>4%</b>

The above count covers permanent and other than permanent employees and workers.

Starting from 01 April 2023, it is mandatory for all employees, including the management team, to inform the HR Manager about any trainings they impart or attend. This requirement ensures that we maintain accurate records of all training activities. The HR Management team will be responsible for overseeing and coordinating the training initiatives. They will not only keep track of all training records but also take proactive steps to organise and conduct various training programmes.

**9. Details of performance and career development reviews of employees and worker:**

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	238	238	100%	240	240	100%
Female	11	11	100%	9	9	100%
<b>Total</b>	<b>249</b>	<b>249</b>	<b>100%</b>	<b>249</b>	<b>249</b>	<b>100%</b>
<b>Workers</b>						
Male	54	3	6%	62	5	8%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>54</b>	<b>3</b>	<b>6%</b>	<b>62</b>	<b>5</b>	<b>8%</b>

\*The above count covers permanent employees and workers.



## Business Responsibility & Sustainability Report (Contd.)

### 10. Health and safety management system:

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

Yes, SML is proud to be ISO 45001 certified, which reflects our commitment to operational health and safety. We have a robust operational health and safety policy in place, outlining our guiding principles and objectives in this crucial area. To ensure the effective implementation of the policy, we have a dedicated Environmental, Health and Safety (“EHS”) team in place. This team is responsible for overseeing and promoting a safe working environment, adhering to all relevant regulations and best practices. We prioritise the well-being and safety of our employees and stakeholders, and our ISO certification and dedicated EHS team reinforce this commitment.

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

The Company has processes in place to identify hazards and assess risks.

1. The first step is to identify and assess hazards in the workplace. This is done through workplace inspections, job hazard analysis and review of incident reports.
2. The second step is to assess the risks associated with each hazard. This involves determining the likelihood and severity of harm that could result from exposure to the hazard. Risk assessment includes quantitative or qualitative methods and it considers factors such as the duration and frequency of exposure.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	3	2
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0



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

We have robust and systematic EHS plan and policy. Following are the details of the processes laid out by the Company:

**Occupational health and safety policies and procedures:**

We have policies and procedures that outline SML's commitment to employee health and safety, as well as the responsibilities of employees and management for implementing and following these policies and procedures.

**Training and education:** We provide training and education to employees and workers to ensure they are aware of the hazards they may be exposed to, the risks associated with those hazards and the control measures in place to protect their health and safety.

**Health and wellness programmes:** We offer health and wellness programmes to promote employee well-being and reduce the risk of illness and injury. These programmes include physical fitness programmes, stress management programmes, and ergonomic assessments to ensure that employees are working in a safe and comfortable environment.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	3	0		3	0	

**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.**

NA

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

Yes,  
Term Insurance

A) Employees (Y/N)	Yes
B) Workers (Y/N)	No

**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.**

SML places a strong emphasis on the well-being of its stakeholders and has implemented a Stakeholder Engagement Policy. The entity follows a stakeholder identification process that includes stakeholder mapping, identification of both internal and external stakeholders, selection of appropriate engagement channels, stakeholder analysis and prioritisation based on their influence and impact on the entity's operations. This process enables effective engagement and responsiveness to stakeholder needs and expectations.

**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	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, letters, Social Media, Website, In-person events, External events, customer meets, etc	Annually, as and when required	Regular customer interaction like Service feedback, customer queries, payment enquiries, project status
Employees	No	Emails, Letters, Townhall, Physical meetings	As and when required	Training, awareness, complaints and grievance, performance review and appraisal, feedback, team building activities
Shareholders	No	Emails, letters, communications through stock exchanges and uploading on company website	Annually and Event based	To inform about the performance of the Company, major developments and other relevant updates
Suppliers	No	Emails, letters, in-person meetings, periodical meetings	As and when required	On-time delivery of spares, services and provide direct market feedback
Government/Regulatory Bodies	No	Statutory reporting, online filings, participation through seminars, webinars	Need based	Timely submission of compliance documents to the regulatory bodies, stock exchanges and other regulators





**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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	249	27	10.84%	187	0	0%
Other than permanent	73	0	0%	62	0	0%
<b>Total Employees</b>	<b>322</b>	<b>27</b>	<b>8%</b>	<b>249</b>	<b>0</b>	<b>0%</b>
<b>Workers</b>						
Permanent	54	0	0%	62	0	0%
Other than permanent	1,398	0	0%	1,314	0	0%
<b>Total Workers</b>	<b>1,452</b>	<b>0</b>	<b>0%</b>	<b>1,376</b>	<b>0</b>	<b>0%</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	249	0	0%	249	100%	249	0	0%	249	0%
Male	238	0	0%	238	100%	240	0	0%	240	0%
Female	11	0	0%	11	100%	9	0	0%	9	0%
Other than permanent	73	0	0%	73	100%	62		0%	62	0%
Male	73	0	0%	73	100%	62	0	0%	62	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
Permanent	54	0	0%	54	100%	62	62	0%	62	0%
Male	54	0	0%	54	100%	62	62	0%	62	0%
Female	0	0	0%	0	0%	0	0	0%		0%
Other than permanent	1,398	161	12%	1,237	88%	1,544	273	0%	1,271	0%
Male	1,398	161	12%	1,237	88%	1,544	273	0%	1,271	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%



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

(Rs. in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	5.60	2	4.95
Key Managerial Personnel	3	115.95	-	-
Employees other than BoD and KMP	238	5.22	11	3.61
Workers*	54	6.18	-	-

\*Note: The workers category includes skilled crane operators, mechanics & electricians, etc.

### 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. We have formed a Complaint Enquiry Committee. The Committee is responsible for addressing any human rights issues caused or contributed to by the business.

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

Yes. The Company has set up Complaint Enquiry Committee consisting of senior management. Any complaints will be dealt by the said committee. We are very proactive in addressing all complaints including Human Rights violations, if any.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

SML is committed to ensuring a workplace free from all kinds of discrimination and sexual harassment. The Company has POSH policy in place to prevent and address such issues. The above-mentioned policy provides





## Business Responsibility &amp; Sustainability Report (Contd.)

a mechanism for redressal of complaints of sexual harassment without fear or threat of reprisals in any form or manner to all its employees irrespective of their gender and sexuality. We have zero-tolerance for sexual harassment. SML is aware that sexual harassment can occur and when reported, we are committed to redressing all such cases. The Internal Committee have been constituted to investigate every complaint thoroughly and ensure adequate reparative action is taken.

**8. Do human rights requirements form part of your business agreements and contracts?(Yes/No)**

No

**9. Assessments for the year:**

	<b>%age of your plants and offices that were assessed (by entity or statutory authorities or third parties)*</b>
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

\*100% of SML sites, offices and depots strictly adhere the regulations and we ensure complete compliance.

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.****PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.****Essential Indicators****1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:**

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
Total electricity consumption (A)	784.92	740.99
Total fuel consumption (B)	77,372.28	74,017.28
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	78,157.19	74,758.27
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	62,125.25	49,794.02
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

No



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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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	450	544
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	450	544
Total volume of water consumption (in kilolitres)	450	544
Water intensity per rupee of turnover (Water consumed / turnover)	0.0099	0.0162
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. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

No

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	NA	0	0
Sox	NA	0	0
Particulate matter (PM)	NA	0	0
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0





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Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Hazardous air pollutants (HAP)	NA	0	0
Others– please specify	NA	0	0

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

No

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,967.02	4,768.52
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs,SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	168.80	151.20
Total Scope 1 and Scope 2 emissions per rupee of turnover	Intensity	0.112	0.146
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity			

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

No

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes, the Company has installed solar plants at our registered office and main workshop at Sate, Maharashtra with capacities of 90 KW and 30 KW respectively.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.30	0.25
E-waste (B)	0.05	0.65
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0.30	0



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Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Battery waste (E)	0.21	0.18
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.61	0.78
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1.47</b>	<b>1.86</b>

**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	0	0
(ii) Re-used	0.27	0.23
(iii) Other recovery operations	2.02	0.81
<b>Total</b>	<b>2.29</b>	<b>1.04</b>

**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	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**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

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

We are taking efforts in reusing or recycling waste generated.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			





## Business Responsibility &amp; Sustainability Report (Contd.)

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable

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

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

**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.**

2

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
2	Crane Owners Association of India	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
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Not Applicable





## Business Responsibility & Sustainability Report (Contd.)

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

#### Essential Indicators

- 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

\* The Company does not require the implementation of Social Impact Assessments for its projects due to the absence of such undertakings and their relatively limited scale.

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

S. 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 Rs.)
NA						

- Describe the mechanisms to receive and redress grievances of the community.**

The Company gathers regular feedback from the on-ground stakeholders to assess participation and satisfaction levels and to document the experience of change constantly for all of our past projects. For all CSR projects, implementation partners are actively in touch with the local communities right throughout the project lifecycle. This helps to build trust and relationships between the Company and the community and provides opportunities to address grievances and find solutions collaboratively.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	13.21%	13.94%
Sourced directly from within the district and neighbouring districts	46.70%	43.90%

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

#### Essential Indicators

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

At SML we interact with our customers, through online as well as in person meetings. In addition to this, our officials visit the customer sites to evaluate the job progress and resolve the issues, if any.



Business Responsibility & Sustainability Report (Contd.)

**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	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
<b>Data privacy</b>	0	0	NA	0	0	NA
<b>Advertising</b>	0	0	NA	0	0	NA
<b>Cyber-security</b>	0	0	NA	0	0	NA
<b>Delivery of essential services</b>	0	0	NA	0	0	NA
<b>Restrictive Trade Practices</b>	0	0	NA	0	0	NA
<b>Unfair Trade Practices</b>	0	0	NA	0	0	NA
<b>Other</b>	7	0	The complaints pertaining to crane breakdown or operational risk or other risks	4	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, the Company has a policy on cyber security and data privacy, which is available on the Company's website at <https://www.sanghvicranes.com/investor/company-policies/>

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

NA

