

SANGHVI MOVERS LIMITED

Regd. Office: Survey No. 92, Tathawade,
Taluka - Mulshi, Pune, Maharashtra - 411033, INDIA.
Tel. : 020-66744700, 020-27400700
E-mail : sanghvi@sanghvicranes.com
Web : www.sanghvicranes.com
CIN No.: L29150PN1989PLC054143



REF: SML/SEC/SE/25-26/30

Date: September 02, 2025

To,
The Manager,
Listing Department
BSE Limited
Scrip Code: 530073

To,
The Manager,
Listing Department
National Stock Exchange of India Limited
Symbol: SANGHVIMOV

Subject: Business Responsibility and Sustainability Report

Dear Madam/Sir,

Pursuant to Regulations 34(2) (f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for FY 2024- 2025, which forms part of the Annual Report for FY 2024-2025, submitted to the Exchanges vide letter no. REF: SML/SEC/SE/25-26/29 dated September 02, 2025.

The Business Responsibility and Sustainability Report will be uploaded on BSE Limited (www.bseindia.com), National Stock Exchange of India Limited (www.nseindia.com) and on Company's website (www.sanghvicranes.com).

You are requested to take the same on record.

Thanks & Regards,

Yours sincerely,

For Sanghvi Movers Limited

Vinav Agarwal
Company Secretary &
Chief Compliance Officer
ACS: 40751

Encl.: as above

Annexure II

Business Responsibility & Sustainability Report

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
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	Survey No 92, Tathawade, Taluka Mulshi, Pune - 411033
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	FY 2024-2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Ltd.
11	Paid-up Capital	Rs 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, Company Secretary 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
14	Name of assurance provider	Not Assured
15	Type of assurance obtained	-

II. Products/services

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

Sr. 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 a rental basis to private and public sector undertakings.	93.00%
2	Project EPC	Sangreen Future Renewables Private Limited is in the business of providing full-fledged turnkey services to independent power producers right from conceptualization to commissioning of wind turbine generator	7.00%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Crane hiring services	77301	93.00%
2	Project EPC	42909/42201	7.00%

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	0	19	19
International	0	0	0

*As of 31 March 2025, the Company's cranes are operating at more than 130 customer locations throughout India, in addition to the 15 Company owned Depots, 4 regional offices and registered office at Tathawade, Pune.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)*	15
International (No. of Countries)**	0

*National: The company operates across various states in India through its offices, dealers, and website.

**International: Due to the nature of our business, we do not operate or provide services internationally.

However, we maintain a physical presence in Riyadh through our wholly owned subsidiary, Sanghvi Movers Middle East Ltd.

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 plays a significant role in India's industrial development by offering heavy-duty crane rental services for major infrastructure projects. Their fleet includes over 450 cranes with lifting capacities ranging from 40 MT to 1600 MT, enabling them to meet the specific demands of key sectors such as power, steel, cement, and refineries.

In addition to serving traditional industries, SML actively supports the shift towards green energy. They provide specialised crane solutions for installing wind turbines on both land and sea, demonstrating their commitment to innovation and sustainability.

SML is known not just for its equipment, but also for exceptional service. Their wide range of cranes and flexible deployment capabilities allow them to manage diverse project needs across various locations, ensuring smooth execution. This approach has earned them the trust of top Indian companies, public sector enterprises, and global players like Reliance Industries, BHEL, NTPC, and L&T.

With strong industry expertise, a versatile fleet, and a focus on customer satisfaction, SML remains a dependable partner in advancing India's infrastructure and clean energy goals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	301	278	92.36%	23	7.64%
2	Other than Permanent (E)	154	154	100.00%	0	-
3	Total employees (D + E)	455	432	94.95%	23	5.05%
WORKERS						
4	Permanent (F)	105	105	100.00%	0	-
5	Other than Permanent (G)	1985	1980	99.75%	5	0.25%
6	Total workers (F + G)	2090	2085	99.76%	5	0.24%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	-	0	-
2	Other than Permanent (E)	0	0	-	0	-
3	Total differently abled employees (D + E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	-	0	-
5	Other than Permanent (G)	0	0	-	0	-
6	Total differently abled workers (F + G)	0	0	-	0	-

Business Responsibility & Sustainability Report (Contd.)

21. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00%
Key Management Personnel*	3	0	0%

*Total KMP includes the Managing Director and Whole-Time Directors, Chief Financial Officer and Company Secretary.

22. Turnover rate for permanent employees and workers

Particular	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	18.22%	30.77%	19.06%	16.06%	22.22%	16.38%	23.20%	60.00%	24.51%
Permanent Workers	2.52%	-	-	1.85%	-	1.85%	22.81%	-	22.81%

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

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

Sr. 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	Sangreen Future Renewables Private Limited	Subsidiary	100%	No
2	Sangreen Logistics Private Limited	Subsidiary	100%	No
3	Sangreen Renewables Private Limited	Subsidiary	100%	No
4	Samo Renewables Private Limited	Subsidiary	100%	No
5	Sanghvi Movers Middle East Limited	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes	
a. Turnover (in Rs.)	5,40,94,82,268.24
b. Net worth (in Rs.)	11,17,86,52,488.05

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		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	4	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	2	0	NA	3	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.sanghvicranes.com/investor/company-policies/
Investors (other than shareholders)	https://www.sanghvicranes.com/investor/company-policies/
Shareholders	https://www.sanghvicranes.com/investor/company-policies/
Employees and workers	https://www.sanghvicranes.com/investor/company-policies/
Customers	https://www.sanghvicranes.com/investor/company-policies/
Value Chain Partners	https://www.sanghvicranes.com/investor/company-policies/

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Emissions & Pollutants	Risk	As a crane rental service provider, SML's operations involve significant energy use, especially during crane operation, which results in considerable direct and indirect Greenhouse Gas (GHG) emissions, such as carbon dioxide and methane from fuel consumption. If these emissions and related pollutants are not effectively managed, they could lead to potential legal and environmental risks for the company.	To address this risk, SML is dedicated to supporting the clean energy transition through a clear environmental policy. The company has invested in solar power installations and energy-efficient equipment, such as advanced air conditioning systems, helping to promote renewable energy use and conserve energy.	Negative
2.	Improve Operational Efficiency	Opportunity	Operational efficiency focuses on achieving greater output with fewer resources. This involves reducing energy consumption, improving output, and making better use of equipment. By adopting optimisation strategies, companies can not only boost profitability but also support long-term sustainability goals.	-	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 ecosystems. Improper waste management can endanger personnel safety and result in substantial fines for non-compliance with regulations.	SML has implemented Waste Management and IT E-Waste Management Policies to support the circular economy. The company follows established systems and procedures to ensure responsible waste disposal, adhering to best practices and standards with a strong focus on sustainability.	Negative
4.	Climate Risk and Adaption	Risk	Climate change presents both physical risks, like floods and wildfires, and transitional risks, such as the introduction of mandatory renewable energy regulations. These factors can affect business operations, making it essential to evaluate and address these risks proactively.	Although our company has not currently identified any climate-related risks, we are proactively monitoring changes in environmental conditions and regulations. This ongoing vigilance ensures we remain informed and ready to respond to any future climate risks that may arise.	Negative
5.	Circular Economy	Opportunity	The Circular Economy approach encourages the reuse, refurbishment, and recycling of materials and products. Moving towards this model will lead to changes in how buildings are designed and the types of materials used. Evolving regulations, changing market demands, and advancements in technology can help lower costs and drive efficiency.	-	Positive

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Customer Satisfaction	Risk	In an industry that handles high-value projects, maintaining customer satisfaction is crucial. Poor customer experiences can threaten business continuity, whereas delivering a positive experience can boost profitability and strengthen the company's brand reputation.	At SML, maintaining high service quality is our top priority. We have a clear escalation process to quickly address customer concerns and provide timely solutions. The company commits to delivering cranes to job sites on schedule and uses a strong monitoring system to ensure smooth operations. Our dedication has earned us numerous Certificates of Appreciation from customers for timely project completion and strict adherence to Health, Safety, and Environment (HSE) standards.	Negative
7.	Operational Health & Safety	Risk	Operations involve substantial manual labor for tasks like maintenance, repairs, and on-site activities, often in environments with heavy machinery and powered equipment. This increases the risk of accidents, injuries, and fatalities - especially among temporary workers who may lack sufficient training or experience. Failing to ensure proper health and safety measures can lead to fines, legal liabilities, and regulatory actions. Serious incidents may also cause project delays and downtime, raising costs and reducing overall profitability.	SML prioritises Employee Health and Safety (EHS) by upholding top Occupational Health and Safety (OHS) standards. As an ISO 45001 certified organization, we have a dedicated EHS team that actively manages safety protocols across our offices and job sites. Regular training sessions are held to protect the well-being of employees and workers. Additionally, we organise Safety Week and conduct safety workshops throughout the year to foster a strong safety culture and raise awareness of best practices. The company strictly follows all required Standard Operating Procedures (SOPs) to ensure the highest level of health and safety for both employees and equipment at work sites.	Negative
8.	Employee Well-being & Retention	Risk	Higher employee retention rates reflect good company policies and practices. Conversely, a high attrition rate indicates low employee satisfaction, which can concern investors. Ensuring employee well-being can boost morale and reduce hiring and onboarding costs.	SML is committed to the holistic growth of its employees through strong people-focused practices. We focus on health and wellness initiatives, fair compensation, equal opportunities, and comprehensive training programs. Our performance appraisals and promotion processes aim to support employee retention. Moreover, we organise various activities, including annual sports events, festival celebrations, trekking trips, health check-ups, and 9.Learning and development sessions, to create a positive and engaging workplace culture.	Negative
9.	Labour Management	Risk	For businesses that rely on on-site workers, strong labour management practices are essential. This involves handling the complexities of workforce size, labour intensity, and various operational locations, while also strengthening communication between management and workers, protecting worker rights, and encouraging engagement. The loss of skilled labour, in particular, can create significant operational risks.	The company has strong labour management systems in place, featuring clear job descriptions and regular training sessions. We promote a positive work environment, prioritise employee well-being, and ensure open communication channels to quickly address any concerns.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Diversity & Inclusion	Opportunity	A strong focus on diversity and inclusion indicates that employees feel a sense of belonging and fairness within the organisation. Enhancing these practices allows companies to better support underrepresented groups, which in turn strengthens their reputation within the community.	The company plans to develop and implement strategies aimed at enhancing diversity and inclusion.	Positive
11.	Human Rights	Risk	Companies that prioritise human rights show their dedication to fostering sustainable and positive relationships with all stakeholders affected by their operations - such as customers, communities, employees, and investors. This reflects a genuine commitment to the well-being of the people they interact with.	At SML, respecting human dignity is a core value. We are committed to providing equal opportunities, enforcing strict policies against sexual harassment, banning child and forced labour, and following a comprehensive code of conduct. These principles help us maintain full compliance with human rights standards across all our operations.	Negative
12.	Customer Information And Privacy Protection	Risk	Companies are evaluated on factors such as the volume of personal data they gather, their exposure to changing or stricter privacy laws, their risk of data breaches, and how well their data protection measures perform.	SML values and safeguards customer data privacy. We have established a clear privacy policy and strong systems to protect customer information effectively.	Negative
13.	Corporate Governance	Risk	Businesses are evaluated on their performance in key governance areas, including ownership structure, board compensation, accounting standards, business ethics, and tax transparency. This assessment looks at how a company's governance and ethical practices impact 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	Important business ethics concerns include fraud, executive wrongdoing, corruption, money laundering, and anti-trust breaches. Violations of ethical standards can result in police investigations, large fines, settlement expenses, and harm to the company's reputation.	SML has put in place an Anti-Bribery and Anti-Corruption Policy, supported by a strong Vigil Mechanism and Whistleblower policy. Management regularly reviews these measures to maintain a firm commitment to preventing bribery and corruption.	Negative

Business Responsibility & Sustainability Report (Contd.)

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.

Policy and management processes

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://www.sanghvicranes.com/investor/company-policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	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, Trustee) 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 goal is to become a global leader in sustainability within the crane rental sector. As part of our ESG strategy, we have completed a materiality assessment to highlight our key focus areas. In the coming year, we plan to set clear commitments and targets to further progress our sustainability efforts.								
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)

At Sanghvi Movers Limited, we are deeply committed to Environmental, Social, and Governance (ESG) principles. We firmly believe that responsible business conduct is essential for generating long-term value for all stakeholders. This commitment is demonstrated through the policies and actions we have adopted to minimise our environmental footprint and support sustainable development.

As we expand our operations, we continue to prioritise environmental stewardship, societal wellbeing, and transparent governance. Sustainability is integrated into our business strategy, and we view ESG as a key enabler of long-term value creation.

We aim to maintain full transparency in our disclosures and believe that our ESG efforts are central to fulfilling our purpose of creating meaningful impact. Our environmental initiatives focus on energy efficiency, emission reduction, and responsible resource usage. A notable step towards clean energy is the installation of a 120-kilowatt solar power system, marking our commitment to a greener future.

We also support the renewable energy sector by supplying cranes for wind farm construction and are actively expanding into the Wind Power EPC segment. In addition, we promote green infrastructure through regular tree plantation drives, having planted over 3,000 trees as of 31 March 2025.

The health, safety, and wellbeing of our employees remain a top priority. We have implemented multiple initiatives to ensure a safe and healthy work environment. On the governance front, we uphold strong ethical standards and transparency in all aspects of our business.

Our operations across the value chain are conducted in an ethical, responsible, and sustainable manner. We believe ESG considerations are integral to our long-term growth, and through collective efforts, we aim to contribute to a sustainable and inclusive future.

Mr. Rishi C. Sanghvi,
Managing Director
DIN: 08220906

- 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, CFO

- 9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

Yes

If Yes please provide details

Mr. Rishi C. Sanghvi, Managing Director

Mr. Sham D. Kajale, 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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Director								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director								
Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Yearly								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	Yes	Yes	No	No	Yes	No	No	No
If yes, provide name of the agency.	-	Bureau Veritas	Bureau Veritas	-	-	Bureau Veritas	-	-	-

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

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

Business Responsibility & Sustainability Report (Contd.)

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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Governance and regulatory compliance requirements, risk management, cyber security risk and ESG commitments; Business strategies & statutory compliances.	100%
Key Managerial Personnel	5	Updates and awareness related to regulatory changes. Corporate Governance, Companies Act, 2013, SEBI regulations as applicable to the Company, ESG matters, cyber security risk & risk management	100%
Employees other than BOD and KMPs	27	<ul style="list-style-type: none"> - Giving and receiving effective feedback - Team building and cross-functional collaboration - Company policies, Code of Conduct, and POSH (Prevention of Sexual Harassment) - Organizational structure and designation clarity - Value addition through structured feedback mechanisms - Negotiation, communication, and soft skills development - Leadership development and functional excellence - SAP awareness and department-wise excellence programs - Sales enablement via Annual Sales Meets and Social Media training - Operations efficiency through Annual Operations Meets - Vision, Mission, and Values codification sessions - Accountability and safety-related awareness sessions - Employee well-being – covering physical, financial, and mental wellness - Advanced Microsoft Excel and other functional skill trainings 	100%
Workers	18	<ul style="list-style-type: none"> - Safety Awareness Sessions - Responsibility & Accountability at the Workplace - Occupational Safety, Hygiene Practices, and Emergency Response 	100%

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

Monetary

Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

SML places strong emphasis on ethical business practices through the implementation of a robust Anti-Bribery and Anti-Corruption Policy. This policy serves as a guiding framework for the entire organisation, clearly defining expectations for ethical behaviour.

It reinforces our zero-tolerance approach towards bribery and corruption and establishes a transparent mechanism for reporting any concerns. By upholding this commitment to integrity, transparency, and accountability, we continue to build and maintain trust with all our stakeholders.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<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:

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

8. Number of days of accounts payables in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables*	27	22

*The Company has revised its calculation methodology to better align with best practices, including Industry Standards guidelines, resulting in an updated figure for the previous financial year.

Link to the Industry Standards: <https://nsearchives.nseindia.com/web/sites/default/files/inline-files/Industry%20Standards%20Note%20on%20BRSR%20with%20Annexure.pdf>

Business Responsibility & Sustainability Report (Contd.)

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)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	0%	0%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	97.29%	0%
	d. Investments	5.10%	0%

*The Company has revised its calculation methodology to better align with best practices, including Industry Standards guidelines, resulting in an updated figure for the previous financial year.

Link to the Industry Standards: <https://nsearchives.nseindia.com/web/sites/default/files/inline-files/industry%20Standards%20Note%20on%20BRSR%20with%20Annexure.pdf>

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Supplier Assessment	19%

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

Yes

If Yes, provide details of the same.

SML has established a Conflict of Interest Policy applicable to all employees, including members of the Board of Directors. In addition, the Company has adopted a dedicated Code of Conduct for Directors and Senior Management, which specifically addresses and governs situations involving potential conflicts of interest 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.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0	0	
2	Capex	0	0	

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

Yes

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

0%

* The Company has adopted a Sustainable Supply Chain and Responsible Sourcing Policy and implementation efforts are ongoing.

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)	NA
(b)	E-waste	NA
(c)	Hazardous waste	NA
(d)	other waste	NA

4. a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)

No

b. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Not Applicable

c. If not, provide steps taken to address the same

Not Applicable

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
PERMANENT EMPLOYEES											
Male	278	278	100%	278	100%	NA	NA	0	0%	0	0%
Female	23	23	100%	23	100%	23	100%	NA	0%	0	0%
Total	301	301	100%	301	100%	23	100%	0	0%	0	0%
OTHER THAN PERMANENT EMPLOYEES											
Male	154	154	100%	154	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	154	154	100%	154	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 employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	(D / A)	Number (E)	% (E / A)	Number (F)	(F / A)
PERMANENT WORKERS											
Male	105	105	100%	105	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	105	105	100%	105	100%	0	0%	0	0%	0	0%
OTHER THAN PERMANENT WORKERS											
Male	1,980	0	0%	1,980	100%	0	0%	0	0%	0	0%
Female	5	0	0%	5	100%	0	0%	0	0%	0	0%
Total	1,985	0	0%	1,985	100%	0	0%	0	0%	0	0%

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.07%	0.08%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100%	Yes	97.84%	100%	Yes
Gratuity	97.67%	100%	Yes	100%	100%	Yes
ESI	5.98%	100%	Yes	5.07 %	100%	Yes
Superannuation	3.99%	0%	Yes	4.7%	0%	Yes

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?

No

If not, whether any steps are being taken by the entity in this regard.

SML is committed to fostering an inclusive and accessible workplace for all individuals, including persons with disabilities. While our current infrastructure does not yet fully comply with the requirements of the Rights of Persons with Disabilities Act, 2016, we are proactively taking measures to bridge this gap and ensure accessibility for all.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

SML is committed to being an equal opportunity employer, in line with the provisions of the Rights of Persons with Disabilities Act, 2016 (RPWD Act).

We ensure that all employment-related decisions are based on merit, performance, competence, and business requirements.

There is no discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnicity, disability, or any other category protected under applicable law. Our employee policies are fair, transparent, and aligned with the Company's Code of Conduct, promoting diversity, inclusion, and equity.

We also provide clear terms of employment and ensure equal access to training, development, and performance management opportunities for all employees.

Weblink: <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	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

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.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Yes, SML has a mechanism available to receive and redress grievances for all categories of employees. The mechanism is explained below:
Other than Permanent Workers	Yes	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 vigilance@sanghvicranes.com .
Permanent Employees	Yes	b. SML's Vigil Mechanism, Whistleblower Policy, and Anti-Sexual Harassment Policy enable our employees to raise and report all allegations of suspected improper activities that breach our Code of Conduct. The complainant can lodge actual or suspected fraud or any violation of the company's Code of Conduct at vigilance@sanghvicranes.com , or a written complaint can be dropped into the drop box at the registered office of the Company.
Other than Permanent Employees	Yes	

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	301	0	0%	276	0	0%
Male	278	0	0%	260	0	0%
Female	23	0	0%	16	0	0%
Total Permanent Workers	105	0	0%	54	0	0%
Male	105	0	0%	54	0	0%
Female	-	0	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	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
EMPLOYEES										
Male	278	278	100%	278	100%	260	260	100%	260	100%
Female	23	23	100%	23	100%	16	16	100%	16	100%
Total	301	301	100%	301	100%	276	276	100%	276	100%
WORKERS										
Male	105	105	100%	105	100%	54	54	100%	54	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	105	105	100%	105	100%	54	54	100%	54	100%

Note - Disclosure is provided for permanent employees and workers.

Business Responsibility & Sustainability Report (Contd.)

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
EMPLOYEES						
Male	278	217	78.06%	260	233	89.62%
Female	23	9	39.13%	16	16	100%
Total	301	226	75.08%	276	249	90.22%
WORKERS						
Male	105	75	71.43%	54	31	57.41%
Female	0	0	0%	0	0	0%
Total	105	75	71.43%	54	31	57.41%

Note - Disclosure is provided for permanent employees and workers.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If Yes, the Coverage such systems?

SML places a strong emphasis on employee well-being by ensuring a safe and healthy work environment. Our commitment to occupational health and safety is validated by our ISO 45001 certification, a globally recognised benchmark in this domain.

We have established a comprehensive policy that outlines our key principles and objectives for maintaining workplace safety. A dedicated Environmental, Health, and Safety (EHS) team is responsible for implementing and monitoring safety protocols, ensuring full compliance with relevant regulations and industry best practices.

Through proactive safety management and ISO 45001 certification, SML reaffirms its steadfast commitment to safeguarding the health and well-being of its employees and stakeholders.

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

At SML, safety is not just a priority, it's an ongoing process of proactive risk management. We go beyond basic compliance by employing a comprehensive system to identify and address potential hazards in our workplace. This system incorporates regular risk assessments to analyse everyday tasks, Job Safety Analyses (JSAs) to pinpoint risks specific to each activity, and proactive hazard identification through safety audits and inspections. We continuously learn and improve our safety protocols by investigating incidents and near-miss reports. For non-routine tasks, we take additional precautions with a permit-to-work system and detailed method statements, ensuring all potential risks are carefully managed before work commences. This comprehensive approach allows SML to foster a safe and secure work environment for all employees and stakeholders.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

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 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
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

*Including in the contract workforce

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

At SML, ensuring a safe and healthy workplace is a top priority. The Company has implemented a comprehensive Quality, Health, Safety, and Environment (QHSE) Policy, which forms the basis of all its safety initiatives. This is further supported by a strong Occupational Health and Safety Management System (OHSMS) that includes detailed risk assessments, regular safety audits, and continuous monitoring of workplace conditions.

The risk assessments are aimed at identifying potential hazards and implementing appropriate control measures. Regular safety audits help ensure compliance with safety standards and provide insights for continuous improvement, allowing the Company to proactively address safety issues and maintain a secure work environment.

SML has also developed specific Occupational Health and Safety (OHS) procedures tailored to both site and office operations. For on-site activities, the Company follows a detailed Site HSE Plan, which outlines safety protocols and emergency response procedures to ensure regulatory compliance and safe execution of operations.

To further strengthen its safety culture, SML invests in extensive training and awareness programmes. All employees undergo mandatory safety training, covering topics ranging from basic safety practices to emergency preparedness. Specialised training is also provided for specific roles, ensuring that every team member is equipped with the knowledge and skills required to work safely.

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

Particulars	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	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

SML is committed to the well-being of its stakeholders and has established a Stakeholder Engagement Policy to guide its approach. The Company follows a structured stakeholder identification and engagement process, which includes stakeholder mapping, identification of both internal and external stakeholders, selection of suitable communication channels, and analysis based on their level of influence and impact on the business.

This systematic approach ensures meaningful engagement and helps SML effectively address stakeholder needs, expectations, and concerns.

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	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	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	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 grievances, performance review and appraisal, feedback, team building activities
Shareholder	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 providing direct market feedback
On-time delivery of spares, services, and providing direct market feedback	No	Statutory reporting, online filings, participation in seminars, webinars.	Need based	Timely submission of compliance documents to regulatory bodies, stock exchanges, and other regulators

PRINCIPLE 5: Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
EMPLOYEES						
Permanent	301	64.00	21.26%	276	44	15.94%
Other than permanent	154	0	0.00%	87	0	0%
Total Employees	455	64.00	14.07%	363	44	12.12%
WORKERS						
Permanent	105	105	100.00%	54	54	100%
Other than permanent	1,985	1,985	100.00%	1,603	1,603	100%
Total Workers	2,090	2,090	100.00%	1,657	1,657	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
EMPLOYEES										
Permanent										
Male	278	0	0%	278	100%	260	0	0%	260	100%
Female	23	0	0%	23	100%	16	0	0%	16	100%
Total	301	0	0%	301	100%	276	0	0%	276	100%
Other than Permanent										
Male	154	0	0%	154	100%	87	0	0%	87	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%
Total	154	0	0%	154	100%	87	0	0%	87	100%
WORKERS										
Permanent										
Male	105	0	0%	105	100%	54	0	0%	54	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%
Total	105	0	0%	105	100%	54	0	0%	54	100%
Other than Permanent										
Male	1,980	0	0%	1,980	100%	1,603	0	0%	1,603	100%
Female	5	0	0%	5	100%	0	0	0%	0	0%
Total	1,985	0	0%	1,985	100%	1,603	0	0%	1,603	100%

Business Responsibility & Sustainability Report (Contd.)

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	1	5,36,48,000	0	0
Key Managerial Personnel	3	1,98,69,000	0	0
Employees other than BOD and KMP	271	6,08,630	23	4,26,060
Workers	105	6,46,985	0	0

i. The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

ii. Key Managerial Personnel (KMP) includes Executive Director, Chief Financial Officer and Company Secretary.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.36%	1.94%

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

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

Yes, the company has established a Complaint Enquiry Committee comprising members of senior management. This committee is responsible for addressing all complaints. We take a proactive approach in handling all grievances, including those related to potential human rights violations.

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

Particulars	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	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour / Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	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:

Particulars	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
Complaints on POSH upheld	0	0

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

SML is committed to maintaining a workplace that is free from discrimination and harassment. Our Prevention of Sexual Harassment (POSH) Policy clearly outlines procedures for reporting incidents of sexual harassment and reflects our zero-tolerance approach to such behaviour.

The policy applies to employees of all genders and sexual orientations, encouraging them to raise concerns without fear of retaliation. An Internal Complaints Committee (ICC) is in place to ensure fair, confidential, and impartial investigations, protecting the rights of both the complainant and the accused. The ICC also recommends appropriate disciplinary actions and support measures to address and remedy any harm caused.

Through this robust framework, SML fosters a respectful, inclusive, and safe work environment where all employees feel supported and empowered to speak up.

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

No

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	49.72	49.72
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	49.72	49.72
From non-renewable sources		
Total electricity consumption (D)	1,752.89	1,602.43
Total fuel consumption (E)	41,603.48	79,707.13
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	43,356.37	81,309.56
Total energy consumed (A+B+C+D+E+F)	43,406.09	81,359.28
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000080241	0.00001258
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0001655837	0.00025438
Energy intensity in terms of physical output [Total energy consumed (in GJ) / <mention the physical output details>]	NA	NA
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?		No
If yes, name of the external agency.	-	-

*The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

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? (Yes/No)

No

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.

NA

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	0	0
(ii) Groundwater	0	0
(iii) Third party water	440.00	456.31
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	440.00	456.31
Total volume of water consumption (in kilolitres)	440.00	456.31
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000000813	0.0000000706
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0000016805	0.0000014578
Water intensity in terms of physical output [Total water consumption (in KL) / <mention the physical output details>]	NA	NA
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? (Yes/No)		No
If yes, name of the external agency.	-	-

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater		
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment*	440.00	456.31
With treatment – please specify level of treatment	-	-
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	440.00	456.31
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	-	-

*The treated wastewater is discharged for further treatment.

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

No

If yes, provide details of its coverage and implementation.

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

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	11.90	14.80
SOx	mg/nm ³	18.05	22.60
Particulate matter (PM)	mg/nm ³	28.10	30.00
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others – please specify	-	0	0

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,080.78	5,056.55
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	353.79	318.71
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]		0.0000006349	0.0000008312
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 (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]		0.0000131174	0.0000171722
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / <mention the physical output details>]		NA	NA
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)			No
If yes, name of the external agency.	-	-	-

* EPA's GHG Emission Factors Hub, CEA's CDM - CO2 Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

The company has installed solar plants at our registered office and main workshop in Sate, Maharashtra, with capacities of 90 KW and 30 KW respectively.

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)	0.05	0.08
E-waste (B)	0.19	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0.10
Battery waste (E)	0.84	0.64
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2.99	0.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A + B + C + D + E + F + G + H)	4.07	1.22
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000008	0.0000000002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000000155	0.0000000039
Waste intensity in terms of physical output Total waste generated (in MT) / <mention the physical output details>	NA	NA
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	FY 2024-25	FY 2023-24
(i) Recycled	0	0
(ii) Re-used	0	0.10
(iii) Other recovery operations	0	0
Total	0	0.10

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	4.07	1.12
Total	4.07	1.12

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the 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.

SML is dedicated to responsible waste management as part of its sustainability efforts. We prioritise recycling and environmentally sound disposal of waste generated from our operations. Our facilities follow waste segregation practices, ensuring that recyclable materials are properly identified and diverted away from landfills.

In support of the circular economy, SML operates a compost fertiliser plant at its registered office in Pune. This facility converts organic waste into nutrient-rich compost, reducing our overall waste footprint and supporting sustainable agricultural practices.

Business Responsibility & Sustainability Report (Contd.)

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:

Sr. 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.
No operations/offices in/around ecologically sensitive areas.				

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No with the applicable environmental law/regulations/guidelines in India.					

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/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

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
Yes, we are compliant with the applicable environmental law/regulations/guidelines in India.			

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	Maharashtra Chamber of Commerce Industries And Agriculture	State
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
Not Applicable		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Social Impact Assessment has been conducted in FY 24-25.					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

SML actively seeks regular feedback from on-ground stakeholders to evaluate their participation and satisfaction in CSR initiatives. The Company also maintains detailed documentation capturing the outcomes and impact of past projects.

For all CSR initiatives, implementation partners work closely with local communities at every stage of the project, ensuring ongoing engagement. This collaborative approach fosters trust and strong relationships between the Company and the community, while also providing a platform to address concerns and resolve issues effectively.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	2.59%	18.53%
Directly from within India	97.05%	48.11%

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

Particular	FY 2024-25	FY 2023-24
Rural	8.30%	9.11%
Semi-urban	15.33%	16.20%
Urban	73.85%	72.69%
Metropolitan	2.52%	2.00%

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

Business Responsibility & Sustainability Report (Contd.)

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

SML places high importance on customer satisfaction and values your feedback. We offer multiple communication channels to ensure your concerns and suggestions are heard. You can reach out to us through our online platforms, in-person meetings, or on-site visits by our team.

For specific complaints or queries, customers may contact us directly via our dedicated email address: sanghvi@sanghvicranes.com. These channels help us respond efficiently and continuously enhance the quality of our services.

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

Particular	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:

Particular	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	3	0	-

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

Particular	Number	Reason 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)

Yes

If available, provide a web link of the policy

The company has a policy on cybersecurity 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.

Not Applicable

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

Not Applicable