

PRECISION CAMSHAFTS LIMITED

**31st Annual Report
2022-23**



where **Passion**
meets **Performance**

STRONG ROOTS.

Stronger Tomorrow.



STRONG ROOTS.

Stronger Tomorrow.

With deeply integrated strong roots spanning three decades, our wealth of experience and proficiency empowers us to foster stability and agility in our business operations.

Over the years, we have emerged as a leading provider of camshaft solutions, seamlessly catering to the automotive and non-automotive sectors. Our products consistently meet approximately 70% of the domestic market's requirements, while also satisfying 9-10% of the global demand for passenger vehicle camshafts. This impressive accomplishment solidifies our position as a trusted industry leader.

Supported by a world-class infrastructure, we uphold the highest standards of quality, enabling us to surpass stringent norms set by customers worldwide. Our global reach extends to over 17 countries, further reinforcing our status as the preferred supplier and valued partner to marquee global OEMs.

Moving forward, we are geared toward a stronger tomorrow. In the camshaft business, we are determined to expand our scale and scope to strengthen our prominence. Additionally, we have made significant strides in the non-camshaft sector, developing India's first mid-size retrofitted E-Bus with the help of EMOSS technology. We are also eager to establish ourselves as a competitive solution provider for small e-LCVs. Furthermore, our Group is committed to sustainability, with a focus on the EV business in Europe and the expansion of our operations in India.

With our strong foundation and unwavering commitment to excellence, we continue to thrive in the industry, driving innovation and delivering unparalleled value to all our stakeholders.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L24231PN1992PLC067126
2	Name of the Listed Entity	Precision Camshafts Limited
3	Year of incorporation	1992
4	Registered office address	E 102/103 MIDC, Akkalkot Road, Solapur 413006
5	Corporate address	501/502, Kanchanban “B”, Sunit Capital, Senapati Bapat Road, Pune 411016
6	E-mail	cs@pclindia.in
7	Telephone	020 – 25673050
8	Website	www.pclindia.in
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE)
11	Paid-up Capital	₹.94,98,58,350/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Tanmay M. Pethkar Secretarial@pclindia.in 020-25673050
13	Reporting boundary	Disclosures made in this report are on a standalone basis.

II. Products/services:

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Activity
1	Manufacturing	Metal and metal products	100

2. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Manufacturing of Parts & Accessories for Motor Vehicles	2930	100

III. Operations:

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

Location	Number of Plants	Number of Offices	Total
National	11	1	12
International	3	1	4

4. Markets served by the entity:

- a. Number of locations

Location	Number of Offices Total
National (No. of states)	1
International (No. of countries)	2

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

55 % of total turnover contributes to exports

Business Responsibility & Sustainability Reporting (Contd.)

c. A brief on types of customers:

Precision Camshafts is one of the world's leading manufacturers and supplier of camshafts, a critical engine component in the passenger vehicle segment. The Company supplies over 150 varieties of Camshafts for passenger vehicles, tractors, light commercial vehicles and locomotive engine applications from its manufacturing facilities in Solapur Maharashtra. The Company mainly caters to the passenger vehicle segment. Precision Camshafts is a complete solutions provider for camshafts manufactured by different technologies earning a major chunk of its revenue from the export of camshafts to various OEMs directly and indirectly. It is a niche player in the camshaft segment with a global market share of 8% to 9%. It is also the largest supplier in the domestic market with a market share of ~70% and the preferred suppliers of casting camshaft to some of the global and domestic Original Equipment Manufacturers (OEM).

IV. Employees:

5. Details as at the end of Financial Year:

a. Employees (including differently abled):

S. No	Type of Employees	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent (D)	1,070	1,019	95.23%	51	4.77%
2	Other than Permanent (E)	12	12	100.00%	0	0.00%
3	Total Employees (D+E)	1,082	1,031	95.29%	51	4.71%
Type of Workers						
1	Permanent (D)	250	250	100.00%	0	0.00%
2	Other than Permanent (E)	1,075	1,056	98.23%	19	1.77%
3	Total Employees (D+E)	1,325	1,306	98.57%	19	1.43%

b. Differently abled employees:

S. No	Type of Employees	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent (D)	1,070	0	0.00%	0	0.00%
2	Other than Permanent (E)	12	0	0.00%	0	0.00%
3	Total Employees (D+E)	1,082	0	0.00%	0	0.00%
Type of Workers						
1	Permanent (D)	250	0	0.00%	0	0.0%
2	Other than Permanent (E)	1,075	0	0.00%	0	0.0%
3	Total Employees (D+E)	1,325	0	0.00%	0	0.0%

6. Participation/ Inclusion/ Representation of Women:

	Total (A)	Number & % of Females	
		No. (B)	% (B/A)
Board of Directors	4	0	0%
Key Management Personnel	30	2	7%

Business Responsibility & Sustainability Reporting (Contd.)

7. Turnover rate for permanent employees

	FY 2022-23			FY 2021-22			Number & % of Females		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1019	51	1070	966	17	983	1021	17	1038
Permanent Workers	250	0	250	253	0	253	257	0	257
Turnover %	3	0	3	5	0	-	-	-	0

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

S. No.	Name of Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of Share held by Entity	Does the entity indicated at column A, Participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	PCL (INTERNATIONAL) HOLDING B.V.	Subsidiary	100	NO
2	MEMCO ENGINEERING PVT LTD	Subsidiary	100	NO

VI. CSR Details:

8. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/ No): Yes**
(ii) Turnover (₹ in Lakhs): ₹ 5,12,12,31,549/-
(iii) Net worth (₹ in Lakhs): ₹ 7,69,92,25,013/-

VII. Transparency & Disclosures Compliances:

9. 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			FY 2021-22		
		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	https://pclindia.in/index.php/corporate-governance/	NO	NA	NO	NO	NA	NO
Investors (other than shareholders)	https://pclindia.in/index.php/corporate-governance/	NO	NA	NO	NO	NA	NO
Shareholders	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Employees & Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Customers	https://pclindia.in/index.php/corporate-governance/	8	0	NO	9	0	NO
Value Chain Partners	https://pclindia.in/index.php/corporate-governance/	26	0	NO	9	0	NO



Business Responsibility & Sustainability Reporting (Contd.)

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

Please indicate material responsible business conduct & sustainability issues pertaining to environment & 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.	NA	NA	NA	NA	NA
2.	NA	NA	NA	NA	NA

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Processes									
a. Whether your entity's policy/policies cover each principle & its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
b. Has the policy been approved by the Board. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
c. Web link of the policies, if available.	https://pclindia.in/index.php/corporate-governance/								
Whether the entity has translated the policy into procedures.(Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes
Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's operations adhere to and are certified for ISO 9001. All manufacturing units are certified for adherence to ISO 14001 & ISO 45001. PCL is an IAFT 16949 certified Company. The Company's CSR policy follows the provisions of Section 135 of Companies Act, 2013								
Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Performance of the entity against the specific commitments, goals & targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Governance leadership & oversight**1. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets & achievements (listed entity has flexible regarding the placement of this disclosure)**

At Precision Camshafts Limited, sustainability forms the core of all activities. We endeavor to become the driving force in crafting a bright and confident future for the nation, serving our stakeholders responsibly, underpinned by resilience and future-readiness. Communities are a top priority and the Company's CSR activities in the areas of Education, Health and Hygiene, Environment and Rural Development are aimed at addressing concerns and challenges that affect the surrounding communities including underprivileged groups within the community. PCL takes efforts towards enhancement of communities around its operations. Therefore, specific efforts are taken to partner with small and local producers. PCL also invests in supplier development through measures to educate them on best practices that can lead to an improvement in operational and logistical efficiency. In the reporting year, we have created awareness with all our major suppliers about ESG and its relevance to our business. We are in the process of finalizing ESG concepts into our supplier assessment. We have targeted 15% of our suppliers to go for ESG assessment and rate them as per their performance.

Business Responsibility & Sustainability Reporting (Contd.)

At PCL we are cognizant of the importance of developing a diverse and inclusive work force. Diversity is one of the core components of our people philosophy. We have institutionalised diversity and inclusion into our employment processes-meritocracy, fairness and ethics being the pillars of our people management strategy. We believe that workplace diversity is a vital component in building an enabling and empowering workplace. Keeping this in mind, we do not discriminate our current or prospective employees based on nationality, race, caste, gender, gender identity/expression, physical ability, religion, color, sexual orientation, disability, age or marital status. In our agenda to foster an inspiring workplace, we provide equal opportunities to all team members. We continually put in place several initiatives to further strengthen our diversity and inclusion framework.

At PCL, we recognise the importance of emission management in the industry, making it a key material aspect of our business. Over the past five years, we have better understood the difficulty in achieving year-on-year energy reductions and Scope 1 and 2 CO₂ emissions savings. Our best opportunities for further improvements are through increased efficiency and fuel use changes, and we will focus on these areas in the coming years. We will also install new technology to identify potential savings and explore new technologies to achieve our goals.

Our sustainability vision and our continual efforts have helped us reduce a considerable number of emissions. To manage our carbon impact and achieve our emission reduction goals, we have strategised a variety of measures including interventions such as replacing fossil fuel with Renewable Solar energy. We will have 7% reduction in scope 1 & 2 by 2030 from our reporting year calculations. We are planning for renewable energy at our sites in the coming years.

As a part of PCL long-term goal to build a cleaner and greener planet, we have invested in environmental sustainability, making it a key aspect in our manufacturing processes. We focus relentlessly on improving productivity, energy efficiency and maximising sustainability at our manufacturing facility through usage of state-of-the-art technologies and processes. Our technologies and processes help us continually monitor and analyse our environmental footprints in various locations. Resource efficiency and environmental impact reduction are at the core of our sustainability strategy, all our green targets being focused on these two aspects. ESG performance in the upcoming decade is a key focus area for PCL. Through its community development initiatives, deep vendor relationships, skilled team, and leading technologies PCL will continue to deliver on its ESG agenda while driving true stakeholder value.

2. Details of the highest authority responsible for implementation & oversight of the Business Responsibility policy (ies).

Mr. Yatin S. Shah
Managing Director and Chairman

3 Does the entity have a specific Committee of the Board/ Directors responsible for decision making on sustainability related issues? (Yes/ No)

If Yes, Provide details.

No

1. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half Yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Q	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, & rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Q	Q	Q	Q	Q	Q	Q	Q	Q

Business Responsibility & Sustainability Reporting (Contd.)

Subject for Review	Frequency (Annually/ Half Yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)	No	No	No	No	No	No	No	No	No
If Yes, provide name of the agency.									

2. If answer to the question (1) above is “No” i.e. not all Principles are covered by a policy, reason to be stated:

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

Businesses should conduct & govern themselves with integrity, & in a manner that is Ethical, Transparent & 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 & awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors			
Key Managerial Personnel			
Employees other than BoD and KMPs		NIL	

Business Responsibility & Sustainability Reporting (Contd.)

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NA	NA	NA
Settlement	NIL	NIL	NA	NA	NA
Compounding Fee	NIL	NIL	NA	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	NIL	NIL	NA	NA	
Punishment	NIL	NIL	NA	NA	

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.

Not Applicable

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

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

NIL

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs		
Employee		

Location	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 2
Businesses should provide goods and services in a manner that is sustainable and safe:
Essential Indicator

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

Location	FY 2022-23	FY 2021-22	Details of improvements in environmental & social impacts
R & D	Not Applicable	Not Applicable	Not Applicable
Capex	Not Applicable	Not Applicable	Not Applicable

2. a. Does the entity have procedures in place for sustainable sourcing?
No
- b. If yes, what percentage of inputs were sourced sustainably?
Not Applicable
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.
Not Applicable

Leadership Indicator

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?
No
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

Name of Product / Service	Description of the risk / concern	Action Taken
Camshafts	No any social or environmental significant Risk	PCL have done Product Life Cycle Assessment

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
PP insert	0.06%	0.08%
Internal Generation	23471.25 MT	23465.55 MT
Returnable packaging material for Toyota camshaft	44.94 Lacs	82.68 Lacs

Business Responsibility & Sustainability Reporting (Contd.)

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

Particulars	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0.92	0	0	1.25
Other waste	0	0	6.02	0	0	5.2

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
PP Insert	0
VCI Sheet	0
VCI bag	0
XF Bag	0
Corrugated box	0
Corrugated sheet	0
Packaging strip	0

*Note: The material is recyclable at customer's end.



Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 3

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

Essential Indicator

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

Category	% of Employees Covered										
	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	1,019	1,019	100%	1,019	100%	0	0	0	0%	0	0%
Female	51	51	100%	51	100%	51	100%	0	0%	0	0%
Total	1,070	1,070	100%	1,070	100%	51	100%	0	0%	0	0%
Other than Permanent Employees											
Male	12	12	100%	12	100%	0	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0	0%	0	0%
Total	12	12	100%	12	100%	0	0	0	0%	0	0%

Category	% of Workers Covered										
	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	250	250	100%	250	100%	0	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0	0
Total	250	250	100%	250	100%	0	0	0	0	0	0
Other than Permanent Employees											
Male	1,056	1,056	100%	1,056	100%	0	0	0	0	0	0
Female	19	19	100%	19	100%	19	100%	0	0	0	0
Total	1,075	1,075	100%	1,075	100%	0	0	0	0	0	0

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

Benefits	FY 2022-23		FY 2021-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Y	100%	Y
Gratuity	100%	Y	100%	Y
ESI	NA	NA	NA	NA
Others – please specify	NA	NA	NA	NA

Business Responsibility & Sustainability Reporting (Contd.)

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:

Yes

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.

No

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

Gender	Permanent Employees	
	Return to Work Rate	Retention Rate
Male	NA	NA
Female	NA	NA
Total	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes, the employees can send their issues/grievances to Human Resource (HR) team Email, after which within 24 hours the issues are addressed and further actions are initiated.
Other than Permanent Employees	Non-Permanent employees can send their query to HR department or the Company Secretary's email ID.

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

Categories	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / worker's 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	1,070	100%	Yes	983	100%	Yes
Male	1,019	100%		966	100%	
Female	51	100%		17	100%	
Total Permanent Workers	250	100%	Yes	253	100%	Yes
Male	250	100%		253	100%	
Female	0			0	100%	

Business Responsibility & Sustainability Reporting (Contd.)

8. Details of training given to employees:

Category	FY Current Financial Year				FY Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation	Total (A)		On Health and safety measures		On Skill upgradation
		No. (B)	% (B / A)	No. (C)	% (C / A)	Total (D)	No. (B)	% (B / A)	No. (C)
Employees									
Male	1019	1019	100	1019	100	966	966	100	100
Female	51	51	100	51	100	17	17	100	100
Total	1070	1070	100	1070	100	983	983	100	100
Workers									
Male	250	250	100	250	100	253	253	100	100
Female	0	0	0	0	0	0	0	0	0
Total	250	250	250	250	100	253	253	100	100

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

Category	FY 2022-23			FY 2021-22		
Permanent Employee	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (C/D)
Male	1,019	1,019	100	966	966	100
Female	51	51	100	17	17	100
Total	1,070	1,070	100	983	983	100

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**.
If yes, the coverage such system? Yes, Environmental testing laboratory is accredited by ISO 45001: 2018, Occupational health and safety management systems. Quality manual and Procedure manual of ISO 45001: 2018 are being implemented.
YES, Covered (Scope) of all plants like 04 Foundry and 03 machine shops incl. whole factory campus
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
All processes, department activity's like melting, molding, quality, maintenance are studied with Hazard identification and Risk analysis
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. **(Y/N)** :
Yes
- This is not directly applicable given the nature of business. However, in light of the pandemic, PCL recognises the risks of infections occurring on company property. To reduce these risks, PCL took the necessary precautions at the offices, including sanitizing all office premises. PCL has organised vaccination camps for its employees in an endeavour to urge all employees and their families to get vaccinated. Do the employees of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**.
Yes

Business Responsibility & Sustainability Reporting (Contd.)

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

Safety Incident/ Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2.46	1.47
Total recordable work-related injuries	Employees	0	0
	Workers	10	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

- Safety at workplace - It's our motto and we provided Safe work practices, procedures and work instruction to work safely.
- We focused on Engineering controls, elimination of hazards and for that we carried out HIRA- Hazard identification and Risk analysis of all processes. We introduced "Safety suggestion scheme" for their best suggestions for improvements. Taken care of safe all guards.
- We are following Safety work permits for critical work activity. In factory premises we taken care of Road safety like Pedestrian ways, Zebra crossings, etc. We provided Occupational Health centre and Ambulance Van for easy and quick first aid and medical help.
- We displayed EHS policy on the shop floor, displayed safety- Do's and Don'ts for guidelines, and displayed safety posters. Also, we issued a Safety Booklet to all employees for education and effective communication. We are issuing all types of Personal Protective Equipment's (PPE) to employees.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL					
Health & Safety						

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.

- Air pipe tubing found unsafe while in use and need to be rerouted through under trench and pipe- Action Taken and closed.
- Forklift no. 05 reverse horn not working and fumes from silencer also increased- Action Taken and issue closed.

Business Responsibility & Sustainability Reporting (Contd.)

Leadership Indicator

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

No

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

Yes

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

	Total no. of affected Employees/ Workers				No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Employees		Workers		FY 2022-23	FY 2021-22
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22		
Employees	0	0	0	0	0	0
Workers	0	0	0	0	0	0

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

No

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

NA

PRINCIPLE 4

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

Essential Indicator

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

The Company identifies individuals or groups of individuals or institutions that play an important role in the business as its key stakeholders and ensures that it engages with them regularly to understand their needs. The Company identifies employees including workers, shareholders and investors, customers, dealers and distributors, technical collaborators, banks, suppliers and vendors, society and local communities around the Company’s manufacturing sites, professional bodies and regulators as its key stakeholders. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organisational strategy. We have identified key stakeholder group and each stakeholder continues to contribute in their own way in creating a shared value.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, website, other)	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees	No	<ul style="list-style-type: none"> • Annual report • Press releases • Investor presentations • Corporate Website • Quarterly and Annual Results • Annual General Meetings 	<ul style="list-style-type: none"> ➤ Yearly ➤ Quarterly ➤ Quarterly ➤ Periodically ➤ Quarterly ➤ Yearly 	<ul style="list-style-type: none"> • To stay abreast of developments in the Company; • To apprise of quarterly and annual results • Understanding Stakeholders expectations
Customers/ Clients	No	<ul style="list-style-type: none"> • Conferences • Training • Press releases • Investor presentations • Corporate Website • Quarterly and Annual Results 	<ul style="list-style-type: none"> ➤ Periodically ➤ Periodically ➤ Quarterly ➤ Quarterly ➤ Periodically ➤ Quarterly 	<ul style="list-style-type: none"> • To stay in touch with the employees, listen to their needs and to address their concerns. • Learning Opportunities. • Career Management and Growth Prospectus. • To stay in touch with the employees, listen to their needs and to address their concerns. • Learning Opportunities. • Career Management and Growth Prospectus
Shareholders/ Investors	No (except a few small enterprises)	<ul style="list-style-type: none"> • one to one interactions/ meets • Conferences • Policies • Mass media & digital communications • Social media 	<ul style="list-style-type: none"> ➤ Periodically ➤ Periodically ➤ Periodically ➤ Annually ➤ Monthly 	<ul style="list-style-type: none"> • Understanding client, industry and business challenges • Deciding on investment and capabilities required to fulfil demand • Ethical Behavior • Governance



Business Responsibility & Sustainability Reporting (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, website, other)	Frequency of engagement (Annually/Half Yearly/Quarterly/ Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Department Managers	No (except a few small enterprises)	<ul style="list-style-type: none"> Supplier & Vendors Meet Conferences Policies IT-enabled information-sharing tools and recognition platforms Corporate Website 	<ul style="list-style-type: none"> ➤ Periodically ➤ Periodically ➤ Periodically ➤ Annually ➤ Quarterly 	<ul style="list-style-type: none"> Strong Partnership. Creditworthiness Ethical Behavior Governance
Partners & Collaborators	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	<ul style="list-style-type: none"> ➤ Periodically ➤ Periodically ➤ Periodically 	To discussions various regulations and amendments, inspections, approvals.

Leadership Indicator

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

The board of director are notified regarding the issues relating the ESG by way of periodical reports and direct communication by senior management members or the person responsible for BRSR

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

NA

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The PCL has always been in forefront in helping and up-lifitment of underserved and underprivileged groups of society. Company has taken initiatives in specific areas of social development in Solapur, Latur and Osmanabad (Dharashiv) Districts that include primary and secondary education, skill development, vocational training, health and hygiene, sustainability, environment and ecological protection, charter building by opportunities in Sports and Cultural activities. Company continuously strives to achieve total inclusiveness by encouraging people from all sections of the community irrespective of caste, creed or religion to benefit from our CSR initiatives which are also focused on communities that reside in the proximity of our Company's various manufacturing locations in the country.

Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 5

Businesses should respect and promote human rights:

Essential Indicator

1. Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23				FY 2021-22				
	Total (A)	No. of Employees(B)		% (B/ A)	Total (C)		No. of Employees (D)		% (D/ C)
Employees									
Permanent	1,070	582	54%	983	0	0	966	100	100
Other than Permanent	12	12	100%	38	0	0	17	100	100
Total Employees	1,082	594	55%	1,021	0	0	983	100	100

Category	FY 2022-23				FY 2021-22				
	Total (A)	No. of Workers (B)		% (B/ A)	Total (C)		No. of Workers (D)		% (D/ C)
Workers									
Permanent	250	120	48%	253	0	0	253	100	100
Other than Permanent	1,075	771	72%	1,010	0	0	0	0	0
Total Employees	1,325	891	67%	1,263	0	0	253	100	100

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

Category	FY 2022-23					FY 2021-22				
	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	1,070	0	0	0	0%	1,038	0	0	0	0%
Male	1,019	0	0	0	0%	1,021	0	0	0	0%
Female	51	0	0	0	0%	17	0	0	0	0%
Other than Permanent	12	0	0	12	100%	38	0	0	38	100%
Male	12	0	0	12	100%	38	0	0	38	100%
Female	0	0	0	0	0%	0	0	0	0	0%



Business Responsibility & Sustainability Reporting (Contd.)

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

Stakeholder Group	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	₹17.66 Lakhs	0	0
Key Managerial Personnel	30	₹ 1.08 Lakhs	2	₹ 1.12 Lakhs
Employees other than BoD and KMP	1,049	₹ 0.23 Lakhs	44	₹ 0.21 Lakhs
Workers	0	0	0	0

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

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

Category	FY 2022-23			FY 2021-22		
	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						
Discrimination at Workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

8. Do human rights requirements form part of your business agreements and contracts?
No

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Nil
Forced/ Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

Business Responsibility & Sustainability Reporting (Contd.)

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.
 - Annual Return filled to Factory Inspector office as part of statutory compliance.
 - Monitored through - Online Ascent system available - if age is below 18 years.
 - Wages / salary paid to employees are audited by third party auditors on monthly basis.

Leadership Indicator

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
No
2. Details of the scope and coverage of any Human rights due-diligence conducted.
No
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
Yes
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at Workplace	
Child Labour	
Forced/ Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:
 - Annual Return filled to Factory Inspector office as part of statutory compliance.
 - Monitored through - Online Ascent system available - if age is below 18 years.
 - Wages / salary paid to employees are audited by third party auditors on monthly basis.

Business Responsibility & Sustainability Reporting (Contd.)

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

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (Unit-KWH)	7,51,79,061	6,39,24,229
Total fuel consumption (B1) (Diesel - KL)	17.27	15.8
Total fuel consumption (B2) (LPG - KL)	1,969	1,639.57
Total fuel consumption (B= B1+B2) (Unit- KL)	1,986.27	1,655.37
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	7,51,81,047.27	6,39,25,884.37
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1200.28	1254.49
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	63,336	68,643
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	63,336	68,643
Total volume of water consumption (in kilolitres)	63,336	68,643
Water intensity per rupee of turnover (Water consumed / turnover)	1.01	0.7460
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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:

Installed STP plant : We have fully automated and well equipped Sewage Treatment plant (STP) for all shops domestic waste water treatment and we are using 100 % Treated water (Outlet / per day @ 75 CMD) for gardening, Lawn area and there is no any discharge to outside factory

Business Responsibility & Sustainability Reporting (Contd.)

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	FY 2021-22
NOx	Kg/Annum	972.1	568.32
SOx	Kg/Annum	3,078.51	604.61
Particulate Matter (PM)	Kg/Annum	4,065.66	4,151.76

Note: In light of Covid-19 Pandemic, by virtue of its Care & Dignity Policy, PCL Employees were provided work from Home. Hence the data is not available for FY 2020-21

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	FY 2021-22
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 Equivalent	8,116.27	5,324.69
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 Equivalent	76,145	64,644
Total Scope 1 and Scope 2 Emissions per Rupee of Turnover	62634.28 (Turnover)	1.35	1.36

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?

NO

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

Parameter	FY 2022-23	FY 2021-22
Plastic waste (A)	0	0
E-waste (B)	0.92	1.25
Bio-medical waste ©	0.045	0.039
Construction and demolition waste (D)	0	0
Battery waste (E)		
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
Shot Blasting dust	5.94	5.14
Oil soaked cotton waste	0.08	0.060
Other Non-hazardous waste generated (H). Please specify, if any. (Resin Coated sand-20 %) (Break-up by composition i.e. by materials relevant to the sector)	9,751	10,595
Total (A+B + C + D + E + F + G + H)	9,757.99	10,601.49



Business Responsibility & Sustainability Reporting (Contd.)

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 - (Waste Oil)	14.600	13.200
(ii) Re-used- (Resin coated sand)	39,004	42,380
(iii) Other recovery operations		
Total	39,018.600	42,393.200

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

Category of waste		
(i) Incineration	0.08	0.06
(ii) Landfilling	5.94	5.14
(iii) Other disposal operations		
Total	6.02	5.2

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:
- Waste collected by in house workers and hand over to Garbage collector vehicle of Solapur Municipal Corporation
 - No Hazardous or toxic chemicals or waste
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. N.	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.
1	Chincholi MIDC area, Solapur	Engineering / Automobile	No, Not applicable

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

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes

Business Responsibility & Sustainability Reporting (Contd.)

Leadership Indicator

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (Unit-KWH)	7,51,79,061	6,39,24,229
Total fuel consumption (B1) (Diesel - KL)	17.27	15.8
Total fuel consumption (B2) (LPG - KL)	1,969	1,639.57
Total fuel consumption (B= B1+B2) (Unit- KL)	1,986.27	1,655.37
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	7,51,81,047.27	6,39,25,884.37
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.012	0.012
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Yes, Global Envirotech (Environmental Consultant)

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	19,119	18,755
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	19119	18755

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

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

For each facility / plant located in areas of water stress, provide the following information:

- a. Name of the area

PRECISION CAMSHAFTS LIMITED, PLOT NO-D-5,6,7,7/1, MIDC, CHINCHOLI, SOLAPUR

- b. Nature of operations

Manufacturing of Camshafts



Business Responsibility & Sustainability Reporting (Contd.)

- c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	63,336	68,643
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<i>Total volume of water withdrawal (in kilolitres)</i>	63,336	68,643
Total volume of water consumption (in kilolitres)	63,336	68,643
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)	1.01	0.7460
Water intensity (<i>optional</i>) – therelevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	19,119	18,755
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	19,119	18,755

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

Business Responsibility & Sustainability Reporting (Contd.)

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2375	0
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.04	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

Yes, Global Envirotech Services (Environmental Consultant)

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Our Factory situated at Industrial area (Chincholi MIDC, Solapur) and there is no any ecologically sensitive areas and no issue of direct OR indirect negative impact on Biodiversity OR ecosystem.

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

Sr. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	No	No	No

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link:
Yes, the Company has Business Continuity Plan and Disaster management plan (Emergency preparedness).
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
NA
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
15 %



Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 7

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

Essential Indicator

1. a. Number of affiliations with trade and industry chambers/ associations: 3. (Three)
- b. List of top 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)
1	Mahratta Chamber of Commerce industries & Agriculture (MCCIA)	Maharashtra
2	Automotive Component Manufacturers Associations of India (ACMA)	India
3	Confederation of Indian Industry (CII)	India

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.

Not Applicable

Leadership Indicator

1. Details of public policy positions advocated by the entity:
No

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development:

Essential Indicator

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the format:
Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
The Stakeholder Relationship Committee (SRC) looks into the grievances of the Shareholders related to transfer of shares, payment of dividend and non-receipt of annual report and recommends measure for expeditious and effective investor service etc. The Vigil Mechanism Policy provides for establishment of Vigil Mechanism for directors and employees to report genuine concerns or grievances. Web link of Policies of Company: <https://pclindia.in/index.php/corporate-governance/>
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:
Not Applicable

Leadership Indicator

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):
Not Applicable
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr.	Project Type	Name of Projects	Name of beneficiary	Address	Amount
1	Social Issues	PCL Social Award	Vatsalya Samajik Sanstha	A/P- Mangrul , Tal- Tuljapur Dist- Osmanabad	Rs. 2,00,000/-
2	Education	Provided E- Learning Kit for schools	Eklavya Ashram School	A/P- Yamgarwadi , Tal- Tuljapur Dist- Osmanabad	Rs. 3,10,104/-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- (b) From which marginalized /vulnerable groups do you procure?
No
- (c) What percentage of total procurement (by value) does it constitute?
No
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:
Not Applicable
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.:
Not Applicable
6. Details of beneficiaries of CSR Projects:
24,701 people from the CSR projects of the Company.

Business Responsibility & Sustainability Reporting (Contd.)

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

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
To ensure active communication, there is a dedicated team of customer representatives in place, to address customer concerns and queries. The Customer representative acknowledges the complaint and registers the same within 24 hrs. Appropriate solution is provided to the Complainant after analyzing the root cause of the problem by using various techniques. The Company also has in place SOPs prepared for grievance redressal of the customers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following: NIL

Category	FY 2021-22 Current Financial Year		Remarks	FY 2020-21 Previous Financial Year		Remarks
	Received during the year-	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		NIL			NIL	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

- Details of instances of product recalls on account of safety issues:

Number	Reasons for recall
Voluntary recalls	Not Applicable
Forced recalls	

- Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy:

Yes

- 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.

No

Business Responsibility & Sustainability Reporting (Contd.)

Leadership Indicator

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Through www.pclindia.in
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Not Applicable
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Through www.pclindia.in
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?
Not Applicable
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact:
No Instances observed/recorded.
 - b. Percentage of data breaches involving personally identifiable information of customers:
0%



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PRECISION CAMSHAFTS LIMITED

Registered Office:

E - 102 / 103, MIDC Akkalkot Road
Solapur - 413 006, Maharashtra, India

Manufacturing Facilities:

D - 5, 6, 7, 7/1 MIDC, Chincholi
Solapur - 413 255
Ph.: 9168646531 / 32 / 33

E - 90, 102 / 103, MIDC, Akkalkot Road
Solapur - 413 006
Ph.: 9168646536 / 37