



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity:</b>	L23201UP2001PLC209751
2.	<b>Name of the Listed Entity:</b>	Salasar Techno Engineering Limited
3.	<b>Year of incorporation:</b>	2001
4.	<b>Registered office address:</b>	Kh. No. 265, 281 to 288, Parsaun, Jindal Nagar, Hapur, Uttar Pradesh - 201015
5.	<b>Corporate address:</b>	A-301-320, 3rd Floor, Tower A, Noida One, Plot No. 8, Block B, Sector-62, Noida, Uttar Pradesh, India - 201309
6.	<b>E-mail:</b>	compliance@salasartechno.com
7.	<b>Telephone:</b>	+91-8076385653
8.	<b>Website:</b>	www.salasartechno.com
9.	<b>Financial year for which reporting is being done:</b>	2024-25
10.	<b>Name of the Stock Exchange(s) where shares are listed:</b>	BSE & NSE
11.	<b>Paid-up Capital:</b>	INR 1,72,67,70,290.00
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:</b>	Mohit Kumar Goel 8076385653 compliance@salasartechno.com
13.	<b>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)</b>	The report includes the company's social and governance performance on a standalone basis. The environmental disclosures are based on the performance of its businesses within its organizational boundaries where it has operational control.
14.	<b>Name of assurance provider</b>	Not Applicable
15.	<b>Type of assurance obtained</b>	Not Applicable

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and trading in steel items	The manufacturing and trading of galvanized & non galvanized steel structures, catering to the construction and infrastructure sectors.	60.32 %
2.	Turnkey Projects (Excluding steel structure)	Turnkey project business focuses on providing end-to-end solutions for power transmission infrastructure, including engineering, procurement, and construction services.	39.68 %

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### 17. 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.	Steel structure	2511 (Manufacturing of Structural Metal Products)	60.32%
2.	EPC Projects	4220 (Construction of Utility Projects)	39.68 %

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	16	19
International	-	2	2

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	2

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

Export contributes 5.02% of the total turnover of the company.

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

The company manufactures steel structures for various applications, including telecom towers, railway and transmission towers, monopoles, and poles, and heavy steel structures such as bridges etc. These products are supplied not only within India but also abroad. They also offer EPC services, specializing in projects for the railway and transmission and distribution sectors. Their clientele includes leading telecom tower companies in India, Indian Railways, state power corporations, and even other EPC companies like Larsen & Turbo Ltd.

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	912	901	98.79	11	1.21
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	912	901	98.79	11	1.21
WORKERS						
4.	Permanent(F)	303	303	100	-	-
5.	Other than Permanent (G)	893	893	100	-	-
6.	Total workers (F + G)	1196	1196	100	-	-



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### b. Differently abled Employees and workers:

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

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
<b>Board of Directors</b>	8	2	25.00%
<b>Key Management Personnel</b>	6	1	16.66%

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

Category	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 previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.56%	11.00%	21.95%	36.51 %	-	36.51%	25.63%	0.51%	26.14%
Permanent Workers	40.17%	-	40.17%	47.51%	-	47.51%	30.52%	-	30.52%

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

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

S. No.	Name of the holding / subsidiary/Associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	EMC Limited	Wholly owned Subsidiary	100%	No
2.	Salasar Adorus Infra LLP	Subsidiary	51%	No
3.	Salasar HPL JV	Subsidiary	100%	No
4.	Salasar - REW JV	Subsidiary	51%	No
5.	STEL - ME - JV	Subsidiary	100%	No
6.	Salasar RVNL - JV	Subsidiary	51%	No
7.	Sikka - Salasar - JV	Joint Ventures	49%	No

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### VI. CSR Details

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

(ii) **Turnover (in ₹):** 1412.61 Crores

(iii) **Net worth (in ₹):** 731.34 Crores

### VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 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, CSR Policy as well as Grievance Redressal (External) <a href="http://salasartechno.com/wp-content/uploads/2024/07/P-8-CSR-PLOICY.pdf">http://salasartechno.com/wp-content/uploads/2024/07/P-8-CSR-PLOICY.pdf</a> <a href="https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf">https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf</a>	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes, Investor Related Grievance Redressal <a href="https://salasartechno.com/wp-content/uploads/2023/07/inv.pdf">https://salasartechno.com/wp-content/uploads/2023/07/inv.pdf</a>	0	0	Nil	0	0	Nil
Shareholders	Yes, Grievance Redressal (External) <a href="https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf">https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf</a>	2	0	All complaints are resolved timely & effectively	3	Nil	All complaints are resolved timely & effectively



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025 Current Financial Year			FY 2023-2024 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
Employees and workers	Yes, Grievances Redressal (Internal) <a href="https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-INTERNAL.pdf">https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-INTERNAL.pdf</a>	0	0	Nil	0	0	Nil
Customers	Yes, Grievance Redressal (External) <a href="https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf">https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf</a>	0	0	Nil	0	0	Nil
Value Chain Partners	Yes, Grievance Redressal (External) <a href="https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf">https://salasartechno.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf</a>	0	0	Nil	0	0	Nil
Other (please specify)	-	-	-	-	-	-	-

### 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.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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	Health & Safety	R	Ensuring the safety and health of our workforce is critical to maintaining productivity and morale, and complying with regulatory requirements.	Implement comprehensive health and safety protocols, regular safety training, and emergency preparedness plans.	Negative implications: Costs related to safety equipment, training, and potential liability.  Positive implications: Reduced incident rates and associated costs, improved employee morale
2	Labor Practice & Employee Development	O	Investing in employee development leads to higher engagement, retention, and productivity, fostering innovation and growth.	Establish continuous learning programs, career development paths, and fair labor practices	Positive implications: Enhanced productivity, reduced turnover costs, and a more skilled workforce.
3	Climate Change	R/O	Climate change poses risks to our operations, supply chain, and regulatory compliance. Addressing it is essential for long-term sustainability.	Develop and implement a climate action plan, including emissions reduction and energy efficiency initiatives.	Negative implications: Costs related to implementing climate action measures.  Positive implications: Long-term savings from energy efficiency and potential market opportunities for green products
4	Data Security & Privacy	R	Data breaches can result in significant financial and reputational damage, affecting stakeholder trust.	Implement advanced cybersecurity measures, conduct regular audits, and provide employee training on data privacy.	Negative implications: Costs of cybersecurity infrastructure and potential fines for data breaches.  Positive implications: Enhanced trust and reputation, preventing potential financial losses from breaches.
5	Business Ethics & Integrity	O	Upholding strong business ethics builds trust with stakeholders, enhances reputation, and ensures long-term success.	Develop a comprehensive code of ethics, conduct regular training, and establish a whistleblower policy.	Positive implications: Improved stakeholder trust, potentially leading to business growth and enhanced reputation.
6	Supply Chain Management	R/O	Efficient supply chain management enhances operational efficiency, reduces costs, and ensures continuity.	Conduct supplier risk assessments, adopt sustainable procurement practices, and implement technology-driven supply chain solutions.	Positive implications: Cost savings from improved efficiencies and reduced disruptions, enhanced supplier relationships.
7	Waste Management	R/O	Inefficient waste management can lead to regulatory penalties and environmental damage, affecting our operations.	Adopt waste reduction strategies, recycling programs, and proper waste disposal methods.	Negative implications: Costs of implementing waste management systems.  Positive implications: Savings from waste reduction and enhanced corporate image.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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)
8	Sustainable Innovation and Digital Reliability	0	Innovating sustainably ensures long-term competitiveness and meets customer demand for green products, enhancing digital reliability.	Invest in R&D for Sustainable technologies and ensure digital systems are reliable and secure.	Positive implications: Revenue growth from sustainable products, improved operational efficiency, and enhanced market position.
9	Diversity, Equity & Inclusion	0	A diverse and inclusive workforce drives creativity, innovation, and better decision-making, contributing to a positive work environment.	Develop DE&I policies, conduct bias training, and Implement inclusive hiring practices.	Positive implications: Enhanced innovation, employee satisfaction, and better business performance.
10	Human Rights	R/O	Violations of human rights can result in legal penalties and damage to our brand reputation, affecting stakeholder trust.	Implement a human rights policy, conduct due diligence, and ensure compliance with international standards.	Negative implications: Costs of compliance and potential legal fees.  Positive implications: Enhanced reputation and stakeholder trust, potentially leading to business opportunities.
11	Corporate Governance	0	Strong corporate governance ensures accountability, transparency, and ethical behavior, fostering long-term success.	Establish clear governance structures, conduct regular board evaluations, and engage stakeholders.	Positive implications: Increased investor confidence, potentially leading to better financial performance and access to capital.
12	Regulatory Compliance	R/O	Non-compliance with regulations can result in fines, legal action, and reputational damage, affecting operations.	Develop a compliance management system, conduct regular training, and monitor regulatory changes.	Negative implications: Costs associated with compliance efforts and potential fines.  Positive implications: Avoidance of legal penalties, enhanced reputation, and operational stability.
13	Natural Resources Conservation	R/O	Conserving natural resources ensures long-term sustainability and meets stakeholder expectations, enhancing our environmental footprint.	Implement resource efficiency programs, sustainable sourcing, and conservation initiatives.	Positive implications: Cost savings from efficient resource use, potential revenue from green products, and enhanced corporate image.
14	Social Development & Community Involvement	0	Engaging with and supporting communities build social license to operate, enhances reputation, and fosters goodwill.	Develop community engagement programs, invest in social projects, and encourage employee volunteering.	Positive implications: Improved community relations, potential market expansion, and enhanced brand reputation.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### 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.

P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

P3 Businesses should promote the wellbeing of all employees

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

P5 Businesses should respect and promote human rights

P6 Business should respect, protect, and make efforts to restore the environment

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

P8 Businesses should support inclusive growth and equitable development

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies	<a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-1-ANTI-CORRUPTION-ANTI-BRIBERY-POLICY.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-1-ANTI-CORRUPTION-ANTI-BRIBERY-POLICY.pdf</a>  <a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-1-CODE-OF-CONDUCT-ETHICS.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-1-CODE-OF-CONDUCT-ETHICS.pdf</a>	<a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-2-SUSTAINABLE-PROCUREMENT-POLICY.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-2-SUSTAINABLE-PROCUREMENT-POLICY.pdf</a>	<a href="http://salasartech.no.com/wp-content/uploads/2024/07/P-3-EQUAL-OPPORTUNITY-POLICY.pdf">http://salasartech.no.com/wp-content/uploads/2024/07/P-3-EQUAL-OPPORTUNITY-POLICY.pdf</a>  <a href="http://salasartech.no.com/wp-content/uploads/2024/07/P-3-OCCUPATIONAL-HEALTH-AND-SAFETY-POLICY.pdf">http://salasartech.no.com/wp-content/uploads/2024/07/P-3-OCCUPATIONAL-HEALTH-AND-SAFETY-POLICY.pdf</a>	<a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-4-STAKEHOLDER-ENGAGEMENT-POLICY.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-4-STAKEHOLDER-ENGAGEMENT-POLICY.pdf</a>	<a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-5-HUMAN-RIGHTS-POLICY.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-5-HUMAN-RIGHTS-POLICY.pdf</a>  <a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-5-POLICY-OF-PREVENTION-OF-SEXUAL-HARASSMENT.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-5-POLICY-OF-PREVENTION-OF-SEXUAL-HARASSMENT.pdf</a>	<a href="http://salasartech.no.com/wp-content/uploads/2024/07/P-6-ENVIRONMENT-POLICY.pdf">http://salasartech.no.com/wp-content/uploads/2024/07/P-6-ENVIRONMENT-POLICY.pdf</a>	<a href="http://salasartech.no.com/wp-content/uploads/2024/07/P-7-ADVOACACY-POLICY.pdf">http://salasartech.no.com/wp-content/uploads/2024/07/P-7-ADVOACACY-POLICY.pdf</a>	<a href="http://salasartech.no.com/wp-content/uploads/2024/07/P-8-CSR-POLICY.pdf">http://salasartech.no.com/wp-content/uploads/2024/07/P-8-CSR-POLICY.pdf</a>  <a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-5-GRIEVANCE-REDRESSAL-POLICY-EXTERNAL.pdf</a>	<a href="https://salasartech.no.com/wp-content/uploads/2024/07/P-9-ION-SECTORITY-POLICY.pdf">https://salasartech.no.com/wp-content/uploads/2024/07/P-9-ION-SECTORITY-POLICY.pdf</a>





## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	No	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>ISO 9001:2015: Quality management systems</li> <li>ISO 14001:2015: Environmental management systems</li> <li>ISO 45001:2018: Occupational health and safety management systems</li> <li>ISO 3824 – 2:2021: Guidelines for managing radioactive waste management</li> <li>BS EN 1090 – 1: 2009: Execution of steel structures and aluminium structures</li> <li>DAST-Guideline 022 (2016-06) Hot-dip-zinc-coating of load-bearing steel components</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> <li>Reduce companywide absolute Scope 1 and 2 GHG emissions by 10% by 2030, against a 2023 base year</li> <li>Stakeholder engagement exercise by 2023-25</li> <li>Implement sustainable sourcing practices in its supply chain by 2028</li> <li>Obtain ZLD in all plants by 2029</li> </ul>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>The company achieved a 2.94% reduction in Scope 1 emissions compared to the previous financial year (FY 2023-24), reflecting its continued efforts towards operational efficiency and environmental sustainability.</li> <li>Conducted a stakeholder engagement exercise via materiality assessment in FY 2024-25.</li> <li>In FY 2024-25, the company achieved 51.36% sustainable sourcing and remains committed to implementing sustainable sourcing practices across its entire supply chain by 2028.</li> <li>The company has already implemented Zero Liquid Discharge (ZLD) in one plant and is on track to achieve ZLD across the remaining plants as per the defined targets.</li> </ul>								

### 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).

Salasar Techno Engineering Limited remains firmly committed to embedding Environmental, Social, and Governance (ESG) principles across its operations and value chain. During the reporting period, the company made measurable progress towards its defined commitments while continuing to address the evolving challenges of climate change, resource efficiency, and stakeholder expectations.

In FY 2024-25, the company achieved a 2.94% reduction in Scope 1 emissions over the previous year, reflecting continuous improvements in operational efficiency and emission management. A stakeholder engagement exercise was undertaken through a structured materiality assessment, strengthening the alignment of business practices with stakeholder priorities. The company also advanced its sustainable sourcing journey, achieving 51.36% adoption of sustainable materials, thereby moving closer to the commitment of implementing sustainable sourcing practices across the supply chain by 2028.

Water stewardship continues to be a critical focus area. Salasar has already implemented Zero Liquid Discharge (ZLD) at one of its plants and remains on track to extend this across all facilities by 2029. Parallel efforts in energy transition, including investment in solar power systems and energy efficiency initiatives, further demonstrate the company's commitment to reducing its environmental footprint and advancing towards its GHG reduction targets.

While challenges remain, the company is proactively addressing them through process optimisation, technology adoption, and adherence to global standards such as ISO 14001:2015 and ISO 45001:2018. The overall approach continues to emphasise long-term sustainable growth, ensuring value creation for all stakeholders while safeguarding the environment and society.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Alok Kumar Managing Director DIN: 01474484								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the company has a well-defined ESG department who seeks the decision from the MD on various aspects of the environmental and social issues of the company.								

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All company policies are reviewed & approved by the Board or the Managing Director (MD). During these reviews, the effectiveness of the policies is evaluated, and any necessary amendments to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company complies with the applicable rules and regulations and principles are applicable.																	

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Vision360 Management Consulting has reviewed Salasar's policies to check their alignment with the NGRBC principles.								

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25**

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

**PRINCIPLE 1** Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> <li>• Performance Management</li> </ul>	100%
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>• Performance Management</li> </ul>	100%
Employees other than BoD and KMPs	25	<ul style="list-style-type: none"> <li>• Root Cause Analysis               <ul style="list-style-type: none"> <li>• Hira &amp; AIA</li> <li>• QHES Policy</li> <li>• Kaizen</li> </ul> </li> <li>• EOT Crane Operation               <ul style="list-style-type: none"> <li>• Leadership</li> </ul> </li> <li>• Galvanizing Process</li> <li>• Defect &amp; Reaction Plan</li> <li>• Raw Material Inspection               <ul style="list-style-type: none"> <li>• PPAP Awareness</li> <li>• Product Training</li> <li>• Welding Process</li> </ul> </li> <li>• Discontinuity &amp; Reaction Plan               <ul style="list-style-type: none"> <li>• Packing Process</li> <li>• 7 QC Tools</li> </ul> </li> <li>• POSH Awareness Programme               <ul style="list-style-type: none"> <li>• Painting Process</li> <li>• Risk Assessment</li> </ul> </li> <li>• Process Flow Chart Making               <ul style="list-style-type: none"> <li>• Safety (Fire &amp; Hazard)</li> </ul> </li> </ul>	40%
Workers	75	<ul style="list-style-type: none"> <li>• On Job Training (Welding, Crane Operation, Cutting of Materials, etc.)               <ul style="list-style-type: none"> <li>• Electrical Safety</li> <li>• Health Hazard</li> </ul> </li> <li>• Emergency Evacuation               <ul style="list-style-type: none"> <li>• Fire &amp; Safety</li> </ul> </li> <li>• Safety Awareness Training</li> </ul>	95%



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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)
<b>Penalty/Fine</b>	Principle 1	BSE	3,54,000	A delay of 15 days in filing application for trading approval to the stock exchange.	No
	Principle 1	BSE	11,800	A delay of 1 day in filing prior intimation of the Board Meeting to the stock exchange.	No
	Principle 1	NSE	11,800	A delay of 1 day in filing prior intimation of the Board Meeting to the stock exchange.	No
	Principle 1	BSE	5,900	A delay of 1 day in filing disclosure of RPT to the stock exchange.	No
<b>Settlement</b>	-	-	-	-	-
<b>Compounding fee</b>	-	-	-	-	-

### Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)
<b>Imprisonment</b>	There were no cases during the year where non-monetary action has been taken.			
<b>Punishment</b>				

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	

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### 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.

Salasar has implemented a robust Anti-Bribery and Anti-Corruption (ABAC) Policy that is fully aligned with the provisions of the Companies Act, 2013 (including its amendments), as well as other relevant laws such as the Prevention of Corruption Act, 1988, and the Prevention of Money Laundering Act, 2002.

This policy is applicable to all employees and directors across all levels and locations. It outlines clear guidelines for ethical behavior, addresses conflicts of interest, and strictly prohibits offering or accepting bribes, facilitation payments, or inappropriate gifts. It also governs interactions related to cash transactions, international dealings, recruitment, engagement with third parties, government officials, political donations, charitable contributions, and sponsorships.

To ensure transparency and accountability, Salasar maintains a strong system of internal controls and transaction monitoring. The policy further requires regular training and awareness sessions to reinforce employee understanding and commitment to compliance. Through this framework, Salasar fosters a culture of integrity, ethical conduct, and zero tolerance for corruption across all business operations.

For more details, please refer to the policy: <https://salasartechno.com/wp-content/uploads/2024/07/P-1-ANTI-CORRUPTION-ANTI-BRIBERY-POLICY.pdf>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Director	Nil	
KMPs		
Employee		
Workers		

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints were filed concerning disciplinary actions taken by law enforcement agencies against directors or Key Managerial Personnel (KMPs) for conflicts of interest.	0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs			0	

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

Not Applicable

### 8. Number of days of accounts payables ((Accounts Payable\*365) / Cost of goods/services procedure) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payable	43	42



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### 9. Openness 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:

	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Concentration of purchases</b>	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	The majority of Salasar's activities involves the direct sale of products to their customers.	The majority of Salasar's activities involves the direct sale of products to their customers.
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	0.03%	0.06%
	b. Sales (Sales to related parties / Total Sales)	0.45%	1.16%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	-
	d. Investments (Investments in related parties / Total Investments made)	99.96%	13.89%

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**

#### Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	2024-25	2023-24	Details improvements of environmental & social impacts
<b>R&amp;D (Revenue expenditure on Collaborative Research works)</b>	Nil	Nil	Currently, Salasar does not separately track R&D and Capex spend on ESG goals.
<b>Capex (Innovation activities)</b>	Nil	Nil	
<b>Total (Cr)</b>	<b>Nil</b>	<b>Nil</b>	

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

Yes, the company has established a comprehensive Supplier Code of Conduct that clearly outlines the expectations from Salasar's suppliers, aligning with the company's core values.

The company emphasizes sustainable sourcing practices, including the consolidation of procurement needs, close coordination with the planning team to minimize material waste, optimization of inventory levels, improvement of equipment efficiency, and management of life cycle costs for procured goods and services. These principles are integrated throughout the supply chain—starting from requirement gathering and vendor development to value engineering, order awarding,

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

execution, and a structured vendor evaluation process.

The Supplier Code of Conduct also incorporates anti-bribery provisions and mandates compliance with responsible sourcing standards, covering aspects such as emission controls, safety, human rights, ethical conduct, and economic considerations. Furthermore, adherence to labour principles and applicable labour laws is a mandatory requirement for all suppliers and service providers.

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

51.36%

**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 (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

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

### Essential Indicators

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

Category	Percentage 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	901	494	54.83%	901	100%	-	-	-	-	-	-
Female	11	10	90.90%	11	100%	11	100%	-	-	-	-
Total	912	504	55.26%	912	100%	-	-	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
Permanent Workers											
Male	303	5	1.65%	303	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	303	5	1.65%	303	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	893	90	10.07%	893	100%	-	-	-	-	-	-
Female	0	0	0.00%	0	0.00%	-	-	-	-	-	-
Total	893	90	10.07%	893	100%	-	-	-	-	-	-



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25****c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format.**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Cost incurred on well-being measures as a % of total revenue of the company</b>	0.02%	0.02%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	71.25%	99.67%	Yes	69.2%	100%	Yes
Gratuity	100%	100%	No	100%	100%	NA
ESI	44.73%	98.01%	Yes	48.9%	100%	Yes
Others	-	-	-	NA	NA	NA

\*Applies to employees who meet the salary requirements for mandatory contributions under the relevant act.

**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, the company's premises and offices are fully accessible to differently-abled employees, in compliance with the Rights of Persons with Disabilities Act, 2016. The organization has proactively implemented several measures to ensure a barrier-free and inclusive environment for individuals with disabilities. Key accessibility features include:

- **Ramps and Elevators:** The facilities are equipped with ramps and elevators that adhere to recognized accessibility standards, enabling smooth and safe mobility for employees with physical disabilities.
- **Accessible Restrooms:** Restrooms have been specifically designed to cater to wheelchair users, incorporating features such as wider doorways, grab bars, and appropriately positioned sinks and hand dryers.
- **Training and Awareness Initiatives:** The company conducts regular training sessions and awareness programs to promote an inclusive work culture. These initiatives help employees understand the importance of accessibility and how to effectively support their differently-abled colleagues.
- **Accessible Parking and Transportation:** Reserved parking spaces near building entrances are provided for differently-abled employees, along with suitable transportation arrangements to meet their specific mobility needs.

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

Yes, the entity has an Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016. The organization is dedicated to fostering an inclusive workplace that upholds respect, dignity, and equal opportunity for all employees, including those with disabilities. The policy ensures accessibility and provision of reasonable accommodations, supported by the appointment of a Liaison Officer to oversee implementation and compliance. It includes accessible physical and digital infrastructure, assistance with transportation needs, and promotes inclusive recruitment and fair selection processes. The company also offers tailored training and development programs, maintains strict confidentiality of employee records, and has established a Grievance Redressal Committee to address any related concerns.

For more details, please refer to the policy document available on the company's website: <http://salasartechno.com/wp-content/uploads/2024/07/P-3-EQUAL-OPPORTUNITY-POLICY.pdf>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100	100	NA	NA
Total	100	100	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 Workers	The company ensures a fair and impartial grievance redressal process for all workers, including permanent employees, through a structured mechanism comprising a Grievance Redressal Committee and a whistleblower system. Permanent workers can report concerns through designated internal channels, with the assurance of confidentiality and protection from retaliation. Permanent employees may lodge grievances by emailing the HR department at mstyagi@salasartechno.com. Whistleblower complaints can be submitted via the helpline +91-7830 285494 or by sending a written complaint to Salasar Techno Engineering Limited, Unit - I, Kh. No. 265, 281 to 288, Parsaun-Dasna, Jindal Nagar, Hapur, U.P - 201015
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/ Workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / Workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Not Applicable			Not Applicable		
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C /A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	901	850	94.34%	820	91.01%	917	886	96.6%	886	96.6%
Female	11	10	90.91%	8	72.73%	11	6	54.5%	6	54.5%
Total	912	860	94.30%	828	90.79%	928	892	96.1%	892	96.1%
Workers										
Male	303	303	100%	303	100%	384	274	71.3%	274	71.3%
Female	0	0	0%	0	0%	Nil	Nil	Nil	Nil	Nil
Total	303	303	100%	303	100%	384	274	71.3%	274	71.3%

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	901	850	94.33%	917	800	87.2%
Female	11	7	63.63%	11	9	81.8%
<b>Total</b>	<b>912</b>	<b>857</b>	<b>94%</b>	<b>928</b>	<b>809</b>	<b>87.1%</b>
<b>Workers</b>						
Male	303	303	100%	384	384	100%
Female	0	0	0%	Nil	Nil	Nil
<b>Total</b>	<b>303</b>	<b>303</b>	<b>100%</b>	<b>384</b>	<b>384</b>	<b>100%</b>

### 10. Health and safety management system:

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

Yes, Salasar has established a comprehensive Occupational Health and Safety Management System in full compliance with the ISO 45001:2018 standard. This system ensures 100% coverage, encompassing all employees and workers across the organization.

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

Salasar's Occupational Health and Safety Management System includes systematic identification and assessment of work-related hazards and risks on a regular basis. Routine workplace inspections are carried out to proactively detect and mitigate potential hazards. The organization utilizes tools such as Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) to design effective control measures and eliminate risks. In addition, periodic health and safety training programs are conducted to educate employees on identifying hazards, assessing risks, and following proper reporting procedures, thereby promoting a safe and healthy work environment.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

Yes, Salasar has well-defined processes in place that enable workers to report work-related hazards and remove themselves from potentially dangerous situations. The company follows a structured Hazard Identification and Risk Assessment (HIRA) approach for both routine and non-routine tasks. This is supported by regular training sessions on HIRA and Job Safety Analysis (JSA) for operational, maintenance, and service personnel. Multiple channels, such as email and manual reporting systems, are available for workers to report hazards. A proactive and systematic incident reporting and investigation mechanism ensures timely identification and resolution of hazards. Additionally, regular safety meetings are conducted to discuss potential risks, reinforcing awareness and encouraging preventive action among workers.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Y/N)**

Yes, Salasar ensures that all employees and workers have access to comprehensive non-occupational medical and healthcare services, either directly on-site or through collaborations with trusted medical facilities located nearby. The company also conducts regular training sessions for its personnel to equip them with the necessary skills to respond efficiently and appropriately to medical emergencies at the workplace, thereby ensuring timely and effective care for affected individuals.

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million- person hours worked)</b>	Employees	Nil	Nil
	Workers	0.88	0.35
<b>Total recordable work-related injuries</b>	Employees	Nil	Nil
	Workers	4	16
<b>No. of fatalities</b>	Employees	Nil	Nil
	Workers	Nil	2
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	Nil	Nil
	Workers	1	2

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

1. The company identifies Corrective and Preventive Actions (CAPA) based on incidents reported in the previous year and ensures their horizontal deployment across all divisions. This deployment is monitored on a monthly basis to guarantee timely and effective implementation.
2. Safety interventions and observation reporting have been streamlined to enable swift identification and resolution of safety-related issues across operations.
3. Salasar follows structured procedures for hazard identification, risk assessment, and mitigation through the implementation of its Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) protocols. These measures support the proactive management of workplace hazards.
4. Safety committees have been constituted at various organizational levels to review the adequacy of resources allocated for safety and to provide necessary support for the effective deployment of the safety management system.
5. The organization ensures the implementation of a safe and healthy work environment through regular safety audits and inspections conducted across manufacturing facilities and project sites.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25****13. Number of Complaints on the following made by employees and workers:**

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	No instances of complaints regarding working conditions and health and safety were reported in both FY2024-25 and FY2023-24.					
<b>Health &amp; Safety</b>						

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100 %
<b>Working Conditions</b>	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.**

The company thoroughly investigates all safety-related incidents and disseminates key learnings from investigation reports across the organization to implement corrective actions and prevent recurrence. The effectiveness of these actions is verified during periodic safety audits. Salasar proactively addresses significant health and safety risks and concerns identified through assessments by implementing the following measures:

- Elimination of Manual Operations:** The company leverages automation, technology, and digital solutions to reduce manual intervention, thereby minimizing the risk of accidents to the greatest extent possible.
- Safety Training and Capability Development:** Salasar invests in continuous training and capacity-building programs to equip employees with the necessary skills to manage safety-related challenges efficiently.
- Regular Monitoring and Supervision:** The company ensures systematic monitoring and supervision of workplace activities to identify, assess, and mitigate potential safety hazards effectively.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Salasar acknowledges the critical role of engaging with a broad spectrum of stakeholders to gain meaningful insights, understand their expectations, and develop robust, sustainable strategies. The company undertakes a comprehensive materiality assessment that evaluates the relevance and influence of both internal and external stakeholders on its operations and long-term goals. This assessment enables the company to prioritize stakeholders based on their level of influence and dependence on Salasar's business.

In addition, Salasar conducts peer benchmarking to identify industry-specific stakeholder groups, allowing for a more refined and informed approach. By integrating the outcomes of these evaluations, stakeholders are categorized according to their significance and impact.

This structured engagement process facilitates effective communication and ensures that stakeholder feedback is incorporated into strategic planning and decision-making. Salasar actively consults stakeholders on matters such as its corporate vision, environmental management, social responsibility initiatives, and governance practices. Through this engagement, the company aligns its actions with stakeholder expectations and nurtures long-term, mutually beneficial relationships.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/Others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder and Investor Group	No	<ul style="list-style-type: none"> <li>Press Release</li> <li>Investor Presentation</li> <li>In-person Meetings</li> <li>Emails</li> <li>Annual General Meetings</li> <li>Annual Report &amp; Stock Exchange Announcement</li> <li>Meetings &amp; Calls</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Financial Performance</li> <li>Business Strategy &amp; execution planning</li> <li>Business Performance</li> <li>Corporate Governance</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Survey</li> <li>Engagement Activities</li> <li>Websites</li> <li>Digital Platform - social media</li> <li>Advertisements</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Availing services</li> <li>Information</li> <li>Sustainability Credential</li> <li>Feedbacks</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Notice Board</li> <li>Emails &amp; calls</li> <li>Office Orders</li> <li>Corporate portal</li> <li>Employee Engagement Surveys</li> <li>In-person Meetings</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Information</li> <li>Trainings &amp; learning opportunities</li> <li>Diversity</li> <li>Business activities</li> <li>Counselling sessions</li> </ul>
Governments & Regulators	No	<ul style="list-style-type: none"> <li>Notice</li> <li>Emails</li> <li>Office Memorandum</li> <li>Press Release</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Corporate Behavior</li> <li>Information</li> <li>Regulatory Issues</li> </ul>
Suppliers & Vendors	No	<ul style="list-style-type: none"> <li>Emails &amp; calls</li> <li>Website</li> <li>Purchase Orders</li> <li>Supplier reviews</li> <li>In-person Visit</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Business activities</li> <li>Quality check</li> <li>Information</li> </ul>
NGOs/ Communities	No	<ul style="list-style-type: none"> <li>Emails &amp; calls</li> <li>Meetings</li> <li>Letters</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Audits</li> <li>Feedbacks</li> <li>Report</li> </ul>



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

### Leadership Indicators

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

Salasar engages with stakeholders on economic, environmental, and social matters through a well-defined consultation framework. This process begins with a materiality assessment and peer benchmarking to identify key stakeholder groups. Salasar uses structured questionnaires to collect feedback on ESG-related issues, which are then thoroughly analyzed. The summarized insights are reported to the Board of Directors for strategic consideration and decision-making. Subsequently, the actions and outcomes derived from the consultation are communicated publicly to ensure transparency and build stakeholder trust.

**Stakeholder Consultation Process:**

**1. Stakeholder Identification:**

Identification of key stakeholders is conducted through peer analysis and internal assessments to determine relevance and influence.

**2. Data Collection:**

Stakeholders are engaged through ESG-focused questionnaire surveys to gather opinions and expectations.

**3. Feedback Analysis:**

Collected responses are systematically analyzed to extract insights and highlight material issues.

**4. Board Reporting:**

Findings from the stakeholder consultations are presented to the Board to support informed and strategic decision-making.

**5. Transparency:**

The results, key insights, and subsequent actions are published and shared with stakeholders to promote transparency and accountability.

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

Yes, stakeholder consultation plays a crucial role in identifying and managing key environmental and social topics at Salasar. Based on the outcomes of the materiality assessment, stakeholder feedback highlighted health and safety as a primary area of concern. In response, Salasar has implemented enhanced health and safety measures, including the provision of additional healthcare benefits, recognizing the critical nature of this issue due to the operational profile of Salasar Techno Engineering.

To further align with stakeholder expectations, the company has updated its internal policies to promote greater transparency and accountability. Climate change has also emerged as a high-priority issue for both Salasar and its stakeholders. In addressing this concern, Salasar has adopted continuous monitoring of resource consumption and actively shifted towards the use of more energy-efficient fuel alternatives.

These proactive steps reflect the company's ongoing commitment to sustainability, stakeholder responsiveness, and the integration of environmental and social considerations into its policies and operations.

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

Salasar Techno Engineering, in alignment with its Corporate Social Responsibility (CSR) framework, extends support to vulnerable and marginalized stakeholder groups. Although the company does not engage with these groups through direct interactions, it implements its CSR activities via credible NGOs and partner organizations.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

This indirect engagement model ensures that the intended benefits effectively reach the underserved communities. Through these collaborations, Salasar addresses key concerns of marginalized groups and contributes meaningfully to enhancing their overall well-being and quality of life.

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	912	880	96.50%	928	892	96.1%
Other than permanent	0	0	0.00%	Nil	Nil	Nil
<b>Total Employees</b>	<b>912</b>	<b>880</b>	<b>96.50%</b>	<b>928</b>	<b>892</b>	<b>96.1%</b>
<b>Workers</b>						
Permanent	303	275	90.76%	384	274	71.3%
Other than permanent	893	850	95.18%	962	625	65.0%
<b>Total Workers</b>	<b>1196</b>	<b>1125</b>	<b>94.06%</b>	<b>1346</b>	<b>899</b>	<b>66.7%</b>

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	912	141	15.46%	771	84.53%	928	130	14.1%	798	85.99%
Male	901	141	15.65%	760	84.35%	917	130	14.1%	787	85.82%
Female	11	0	0.00%	11	100%	11	Nil	Nil	11	100%
Other than Permanent	0	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil
Male	0	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil
Female	0	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent	303	265	87.45%	38	12.54%	384	311	80.98%	73	19.01%
Male	303	265	87.45%	38	12.54%	384	311	80.98%	73	19.01%
Female	0	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil
Other than Permanent	893	0	0.00%	893	100%	962	Nil	Nil	962	100%
Male	893	0	0.00%	893	100%	962	Nil	Nil	962	100%
Female	0	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil





## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	1,25,00,000	1	90,00,000
Key Managerial Personnel	2	33,00,000	0	0
Employees other than BoD and KMP	896	2,52,501.5	10	2,02,436.5
Workers	303	1,29,335	0	0

Note: This signifies only functional directors.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.20%	2.57%

### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No).

Yes, Salasar Techno Engineering Limited has established a dedicated committee to oversee and address human rights impacts and related issues arising from or contributed to by the company's operations.

This Human Rights Committee is tasked with ensuring strict adherence to Salasar's Human Rights Policy. Its responsibilities include conducting human rights due diligence, resolving grievances, monitoring potential violations, and promoting a workplace culture rooted in dignity, respect, equality, and non-discrimination.

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

Yes, the Human Rights Policy at Salasar Techno Engineering Limited includes a structured grievance redressal mechanism for addressing any violations or abuses related to human rights.

The company ensures that all complaints are handled promptly, impartially, and effectively. The policy outlines critical principles such as non-discrimination, zero tolerance for child and forced labor, prevention of workplace harassment, and protection of individual privacy. It is communicated clearly to all stakeholders, and regular training sessions are conducted to promote awareness and ensure adherence to the policy across the organization.

Any concerned or complaints regarding the violation of human rights they can be report at [mstyagi@salasartechno.com](mailto:mstyagi@salasartechno.com).

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour /Involuntary Labour	Nil	Nil	-	Nil	Nil	-

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total complaints reported under Sexual Harassment on of women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH)</b>	Nil	Nil
<b>Complaints on POSH as a % of female employees / workers</b>	Nil	Nil
<b>Complaints on POSH upheld</b>	Nil	Nil

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

Yes, the company has implemented comprehensive mechanisms in accordance with the Prevention of Sexual Harassment (POSH) Act, 2013.

An Internal Complaints Committee (ICC) has been established to address and resolve complaints related to sexual harassment at the workplace. The ICC comprises a balanced representation of internal members and an external expert possessing the required knowledge and experience in handling such matters.

The committee ensures that all complaints are addressed through a confidential, impartial, and fair inquiry process, strictly adhering to the provisions of the POSH Act. Employees are encouraged to report incidents in writing to the ICC, which then undertakes a detailed investigation and recommends necessary disciplinary or corrective actions.

Furthermore, the company regularly conducts training sessions and awareness programs to educate employees on their rights, responsibilities, and the procedures for reporting any instances of harassment.

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

Yes, human rights requirements are an essential component of our business agreements and contracts.

The company ensures that all suppliers and contractors strictly adhere to applicable state and central laws related to human rights. These obligations are explicitly included in all contractual documents to ensure that every party involved in business operations upholds and respects fundamental human rights principles.

Additionally, the company remains committed to ongoing improvement by progressively incorporating enhanced sustainability parameters and human rights considerations into its agreements over time, thereby reinforcing its dedication to ethical and responsible business practices.

### 10. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Child labour</b>	100%
<b>Forced/ involuntary labour</b>	100%



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

Nil

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

### Essential Indicators

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)(TJ)	1.50	1.57
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1.50</b>	<b>1.57</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	17.08	17.58
Total fuel consumption (E)	65.02	69.37
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>82.10</b>	<b>86.95</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>83.60</b>	<b>88.52</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.0005	0.00739
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.012	3.868
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

No, the company did not carry out independent assessment by an external agency.

\* **Note:** PPP factor used: 20.66, IMF WEO April 2025

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN>

\*\* **Note:** PPP calculation has been done on the basis of Industry Standard Note on BRSR Core given by FICCI.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water withdrawal by source (in Kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	26289.81	21363.91
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others (Municipal)	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	26289.81	21363.91
<b>Total volume of water consumption (in kiloliters)</b>	25990.75	24474.59
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from operation)	0.183	0.204
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity PPP</b> (Total Water consumption / Revenue from operations adjusted for PPP)	3.80	1069.60
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

No, the company did not carry out independent assessment by an external agency.

\* **Note:** PPP factor used: 20.66, IMF WEO April 2025

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN>

\*\* **Note:** PPP calculation has been done on the basis of Industry Standard Note on BRSR Core given by FICCI.

4. Provide the following details related to water discharge:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water discharge by destination and level of treatment (in Kiloliters)</b>		
(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	-	1202.87



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>(iii) To Seawater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(iv) Sent to third – parties</b>		
- No treatment	-	9143.03
- With treatment – please specify level of treatment	-	-
<b>(v) Others</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>10345.9</b>

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

No, the company did not carry out independent assessment by an external agency.

\* **Note:** PPP factor used: 20.66, IMF WEO April 2025

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN>

\*\* **Note:** PPP calculation has been done on the basis of Industry Standard Note on BRSR Core given by FICCI.

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

Yes, Salasar has implemented a Zero Liquid Discharge (ZLD) mechanism across its manufacturing plants located in Hapur, Uttar Pradesh. Each of the three plants employs a distinct approach to achieve ZLD:

- Plant-I: Utilizes a flux regeneration system to attain Zero Liquid Discharge by treating and recycling waste water within the process.
- Plant-II and Plant-III: Operate Effluent Treatment Plants (ETPs) to treat the wastewater generated. The treated water is then reused within the Galvanizing Plant operations and ensuring no liquid effluent is discharged externally.

These measures reflect Salasar's commitment to sustainable water management and environmental responsibility.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>NOx</b>	Kg/Nm <sup>3</sup>	0.44	0.43
<b>SOx</b>	Kg/Nm <sup>3</sup>	0.23	0.12
<b>Particulate matter (PM)</b>	Kg/Nm <sup>3</sup>	0.41	0.41
<b>Persistent organic pollutants (POP)</b>		-	-
<b>Volatile organic compounds (VOC)</b>		-	-
<b>Hazardous air pollutants (HAP)</b>		-	-
<b>Others– please specify (CO)</b>		-	-

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

**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, the company carried out independent assessment by Noida Testing Labs & Newcon Consultancy & Testing Labs.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4317.36	4448.23
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3464.22	3490.99
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.05	0.06
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		1.13	346.96
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)- the relevant metric may be selected by the entity		-	-

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

No, the company did not carry out independent assessment by an external agency.

**\* Note: PPP factor used: 20.66, IMF WEO April 2025**

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN>

**\*\* Note: PPP calculation has been done on the basis of Industry Standard Note on BRSR Core given by FICCI.**

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

Yes, as an environmentally responsible organization, has undertaken several initiatives to minimize emissions resulting from fuel consumption. The company is progressively replacing conventional lighting systems with energy-efficient LED fittings across its offices and manufacturing facilities. Additionally, High-Speed Diesel (HSD) has been replaced with Liquefied Petroleum Gas (LPG) as a cleaner alternative to reduce greenhouse gas (GHG) emissions. To further its commitment to sustainable energy, Salasar has installed a solar power plant to harness renewable energy in place of conventional fuel-based sources. The company has also adopted dual-fuel generators that operate on both diesel and LPG, thereby optimizing fuel efficiency and lowering environmental impact.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

Parameter		FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)		-	-
E-waste (B)		0.20	0.24
Bio-medical waste (C)		-	-
Construction and demolition waste (D)		-	-
Battery waste (E)		-	-
Radioactive waste (F)		-	-
Other Hazardous waste. Please specify, if any. (G)	Sludge	12.20	9.97
	Waste Oil	1.84	-
	Zinc ash	433.19	600.21
Other Non-hazardous waste generated (H)	Paper & cardboard waste	1.05	1.12
	Process Scrap (Metal)	5932.15	7356.45
<b>Total (A + B + C + D + E + F + G + H)</b>		<b>6380.35</b>	<b>7967.99</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (MT)		0.045	0.066
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)		0.933	348.67
<b>Waste intensity in terms of physical output</b>		-	0.001
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity		-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Category of waste</b>			
(i) Recycled		1.05	1.12
(ii) Re-used		435.03	-
(iii) Other recovery operations		5932.35	7956.80
<b>Total</b>		<b>6368.43</b>	<b>7957.92</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of waste –</b>			
(i) Incineration		-	-
(ii) Landfilling		11.89	9.97
(iii) Other disposal operations		-	-
<b>Total</b>		<b>11.89</b>	<b>9.97</b>

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

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

No, the company did not carry out independent assessment by an external agency.

\* **Note:** PPP factor used: 20.66, IMF WEO April 2025

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN>

\*\* **Note:** PPP calculation has been done on the basis of Industry Standard Note on BRSR Core given by FICCI.

**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.**

Salasar has adopted robust waste management practices to ensure the environmentally responsible handling and disposal of all waste generated at its manufacturing facilities. Waste is systematically segregated and collected at the source within the premises. Effluents are treated through Effluent Treatment Plants (ETPs), and the resulting sludge is safely disposed of at authorized Treatment, Storage, and Disposal Facilities (TSDFs). E-waste is handled by certified and authorized recyclers to ensure environmentally sound disposal. Additionally, metallic waste—including structural steel, mild steel, stainless steel, and zinc ash—is sold to licensed recyclers for reuse and recycling.

To minimize the use of hazardous and toxic chemicals in products and processes, Salasar Techno Engineering Ltd. has implemented a proactive strategy emphasizing process optimization and the replacement of hazardous materials with safer, more sustainable alternatives. The company continuously monitors and enhances its operational processes to minimize environmental impact and uphold sustainability throughout its value chain.

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

S. No.	Location of operations/offices	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.
Nil			

**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
Nil					

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

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



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25**

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations - 2
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
Project Export Promotion Council of India	National
Federation of Indian Export Organization	National

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

For FY 2024-25, no cases of anti-competitive conduct have been reported.

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

**Essential Indicators**

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

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

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

The entity does not have any ongoing projects that involve Rehabilitation and Resettlement (R&R) activities during the reporting period.

No new land acquisition or displacement of communities occurred in the current financial year that would trigger R&R requirements under applicable laws or guidelines.

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

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

Yes, Salasar has implemented an External Grievance Redressal Policy to effectively address concerns raised by external stakeholders.

This policy is designed to offer a transparent, inclusive, and equitable framework for resolving legitimate grievances of customers, suppliers, contractors, business partners, and community members. It ensures that all stakeholders are protected against any form of discrimination or retaliation during the grievance process.

Under this policy, grievances may be submitted either in writing or electronically. Upon receipt, each grievance is acknowledged by the Grievance Redressal Committee (GRC) and assigned a unique reference number for tracking. The GRC undertakes a detailed investigation and seeks to resolve the issue through dialogue, mediation, or other appropriate mechanisms. All complaints are handled with utmost confidentiality, and the entire process is comprehensively documented to ensure accountability and transparency.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	28.70%	34.11%
Directly from within India	100.0%	100.0%

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

Location	FY 2024-25	FY 2023-24
Rural	30.35%	34.85%
Semi-Urban	20.00%	15.79%
Urban	20.05%	30.86%
Metropolitan	29.60%	18.50%

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (In INR)
During the reporting period, the company incurred an expenditure of ₹1,11,99,859 on CSR projects implemented in the districts of Ghaziabad, Hapur, and Noida, focusing primarily on education, health, vocational training, and other areas. It is pertinent to note that these districts do not fall under the list of aspirational districts as identified by the Government of India.			



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

**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?**

Not Applicable

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit Shared (Yes / No)	Basis of calculating benefit share
NIL				

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

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

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	HPV Vaccination camp for girls aged 9-14 years	200	100%
2.	Providing Artificial Limbs and Prosthetic Hands to Persons with Disabilities	304	100%
3.	Distribution of 13 Modular ICU beds for Cancer Patients	Atleast 600 per year	100%
4.	Preventive Health camps in rural areas of Hapur District	556	100%
5.	Primary and Secondary Education to Children of Migrant Labourers	200	100%
6.	Sponsored Vocational training of First-Generation Learners	60	100%
7.	Sponsored After School Study programme of financially and academically vulnerable students at Noida	35	100%
8.	Sponsored Construction of residential study unit for vulnerable children at a rural area of Hapur District	100 every year	100%
9.	Sponsored higher education of academically bright children from economically weaker section	4	100%
10.	Shelter, upkeep and welfare of cows and their calf	12	100%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25

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

#### Essential Indicators

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

The company does not sell or supply its products or services directly to end consumers.

The products and services offered by Salasar are primarily industrial in nature and serve as inputs for commercial and infrastructure-based applications, rather than being targeted for end-user consumption. In cases where the company undertakes infrastructure development projects, it ensures that each project is completed in adherence to the agreed specifications and contractual terms.

Upon completion, the company receives satisfactory project completion reports from its clients, which reflect the quality of execution, compliance, technical expertise, and professional conduct throughout the project lifecycle. These reports serve as a testament to the company's commitment to customer satisfaction, timely delivery, and operational excellence.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

#### 3. Number of consumer complaints

	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil
Cyber- security	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil

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

	Number	Reason for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) FY 2024-25****5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, cybersecurity practices are actively implemented under the oversight of the company's Risk Management Committee. These practices are structured across three key domains: people, processes, and technology, forming an integral part of the company-wide Cybersecurity Assurance Framework.

To strengthen employee vigilance, regular awareness initiatives are conducted, including online campaigns focused on phishing threats and email security. The company ensures the periodic upgrading of network devices, server operating systems, and hardware to enhance system resilience.

Security logs are continuously monitored to detect and respond promptly to any malicious activity. Additionally, robust data protection measures are in place to ensure data integrity and security during its creation, storage, transmission, and retrieval.

Link: <https://salasartechno.com/wp-content/uploads/2024/07/P-9-INFORMATION-SECURITY-POLICY.pdf>

**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.**

Nil

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

Nil

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

0%

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

NA