

# Business Responsibility and Sustainability Report ('BRSR')

## Section A:

### General Disclosure

#### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN): of the Listed Entity</b>	L74140HR1988PLC030225
2	Name of the Listed Entity	DEE Development Engineers Limited
3	Year of incorporation	1988
4	Registered office address	Unit 1, Prithla-Tatarpur Road, Village Tatarpur, Palwal, Faridabad, Haryana-121 102, India
5	Corporate address	Unit 1, Prithla-Tatarpur Road, Village Tatarpur, Palwal, Faridabad, Haryana-121 102, India
6	E-mail	secretarial@deepiping.com
7	Telephone	+91 1275 248345
8	Website	www.deepiping.com
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited ('BSE') and National Stock Exchange of India Limited ('NSE')
11	Paid-up Capital	₹ 6912.83 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ranjan Kumar Sarangi Company Secretary and Compliance Officer secretarial@deepiping.com +91 1275 248345
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated Basis

#### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Metal and metal products	89%
2	Electricity, gas, steam and air condition supply	Electric power generation, transmission and distribution	11%

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

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1	Pre-fabrication of Pipes and Pipe fittings	3419	89%
2	Electricity	3603	11%

### III. Operations:

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

Location	Number of plants	Number of offices	Total
National	7	2	9
International	1	1	2

#### 17. Markets Served by the Entity:

##### a) Number of Locations:

Location	Number
National (No. of States)	Pan-India
International (No. of Countries)	DEE Piping has a presence across 45 countries internationally -

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

The contribution of exports as a percentage of DEE Development Engineers' consolidated turnover is 39%.

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

The Company's primary business is specialized process piping solutions to industries such as oil and gas, power, chemicals, and other process industries. Additionally, the company operates waste-to-electricity biomass power plants. The electricity generated from these plants is sold to the local electricity board.

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (c)	Percentage (C/A)
EMPLOYEES						
1.	Permanent (D)	1048	1005	95.8%	44	4%
2.	Other than Permanent (E)	196	192	97.9%	4	2%
3.	Total employees (D + E)	1244	1197	96.2%	46	3.6%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	3081	2927	95%	154	5%
6.	Total workers (F + G)	3081	2927	95%	154	5%

**b) Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	3	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	3	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	3	3	100%	0	0
6.	Total differently abled workers (F + G)	3	3	100%	0	0

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

	Total (A)	Number and percentage of female	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel	5	2	40%

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	5.2%	24.2%	18.3%	2.3%	20.6%	11.8%	1.5%	13.3%
Permanent Workers	Not Applicable								

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Malwa Power Private Limited	Subsidiary	100	Yes
2	DEE Fabricom India Private Limited	Subsidiary	100	No
3	Atul Krishan Bansal Foundation	Subsidiary	100	No
4	DEE Piping Systems (Thailand) Co., Ltd.	Subsidiary	100	No
5.	Molsieve Designs Limited*	Subsidiary	70%	No

\*This is acquired after closing of financial year 2024-25.

## VI. CSR Details

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

Yes

(ii) Turnover (in ₹) - 84,825.92 Lacs

(iii) Net worth (in ₹) - 82,401.72 Lacs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	21	0	None pending at the end of the Financial Year.	Nil	Nil	-
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	-
Customers	Yes	Nil	0	-	17	0	pending at the end of the Financial Year
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-
Other (please specify)	Yes	Nil	Nil	-	Nil	Nil	-

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

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

The Company conducts a Materiality Assessment to identify and prioritise key topics related to ESG factors.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change impact	Risk	Climate change can disrupt manufacturing and supply chains, leading to operational inefficiencies and higher costs.	The Company has reduced over 191,067 tons of CO2 emissions through biomass power plants, aligning with global climate change mitigation efforts. We aim to continue operating and enhancing our efforts towards climate change adaptation and mitigation.	Negative
2	Regulatory compliance	Risk	Increasing environmental regulations can lead to higher operational costs and potential penalties.	Increased attention towards cost-effective and environment-friendly solutions to decarbonise our operations and reduce our impact while meeting all necessary compliance and regulations.	Negative
3	Technological advancements in manufacturing	Opportunity	Innovation in manufacturing technologies can lead to more efficient processes, cost reductions, and a competitive advantage.	-	Positive
4	Water stewardship	Risk & Opportunity	Effective management of water resources is critical to operational efficiency, environmental sustainability, and regulatory compliance.	Implement water-saving technologies, recycling, and sustainable water management	Positive
5	Occupational health & safety	Risk	Ensuring the safety of employees is crucial to avoid accidents, legal liabilities, and operational disruptions.	Implement comprehensive safety protocols and conduct regular training	Negative
6	Sustainable supply chain management	Risk & Opportunity	A sustainable supply chain is vital for maintaining product quality and reputation but requires careful management of suppliers and their practices.	Engage with suppliers on sustainability practices and conduct regular assessments	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Waste management and recycling	Risk	Improper waste management can result in environmental harm and increased costs due to penalties and disposal fees.	Implement effective waste reduction, recycling, and disposal strategies	Negative
8	Community engagement and development	Opportunity	Positive relationships with local communities can enhance the company's social license to operate and lead to long-term operational stability. We undertake our CSR initiatives through the Atul Krishan Bansal (AKB) Foundation.	-	Positive
9	Diversity, equity and inclusion (DEI)	Opportunity	Positive relationships with local communities can enhance the company's social license to operate and lead to long-term operational stability.	-	Positive
10	Cybersecurity and data privacy	Risk	Increasing reliance on digital systems necessitates robust cybersecurity measures to prevent data breaches, financial losses, and reputational damage.	Invest in advanced cybersecurity infrastructure and a robust security audit	Negative
11	Talent Management, Attraction and Retention	Opportunity	Attracting and retaining top talent is critical for maintaining a competitive edge, driving innovation, and ensuring business continuity.	-	Positive

**Note:** The materiality assessment presented in the FY 24-25 report was conducted during FY 23-24, with detailed findings from the current year's assessment to be disclosed in due course.

## 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.

**Principle 1:** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable

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

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

**Principle 4:** Businesses should respect the interests of and be responsive to all its stakeholders

**Principle 5:** Businesses should respect and promote human rights

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

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

**Principle 8:** Businesses should promote inclusive growth and equitable development

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

Disclosure Question	1 A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	1 B. Has the policy been approved by the Board? (Yes/No)	1 C. Web Link of the Policies, if available
<b>Policy and Management Processes</b>			
P1	Y	Y	<ul style="list-style-type: none"> <li>• Code of Conduct for Board Members and Senior Management Personnel</li> <li>• Code of Conduct for Independent Directors</li> <li>• Whistleblower Policy</li> <li>• Code of Business Conduct &amp; Ethics for Employees</li> <li>• Anti-Corruption &amp; Anti-Bribery Policy</li> <li>• Code of Conduct - Prevention of Insider Trading</li> </ul>
P2	Y	Y	<ul style="list-style-type: none"> <li>• CSR Policy</li> <li>• Supplier Code of Conduct</li> <li>• Human Rights Policy</li> </ul>
P3	Y	Y	<ul style="list-style-type: none"> <li>• Code of Business Conduct &amp; Ethics for Employees</li> <li>• Quality / Environment / Health &amp; Safety Policy</li> <li>• PoSH Policy</li> <li>• Human Rights Policy</li> </ul>
P4	Y	Y	<ul style="list-style-type: none"> <li>• Code of Conduct for Board Members and Senior Management Personnel</li> <li>• Code of Conduct for Independent Directors</li> <li>• CSR Policy</li> <li>• Board Diversity Policy</li> <li>• Code of Business Conduct and Ethics for Employees</li> <li>• Stakeholder Engagement Policy</li> </ul>
P5	Y	Y	<ul style="list-style-type: none"> <li>• Code of Business Conduct and Ethics for Employees</li> <li>• PoSH Policy</li> <li>• Human Rights Policy</li> <li>• Supplier Code of Conduct</li> </ul>
P6	Y	Y	<ul style="list-style-type: none"> <li>• Quality / Environment / Health &amp; Safety Policy</li> <li>• CSR Policy</li> <li>• Supplier Code of Conduct</li> </ul>

Disclosure Question	1 A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	1 B. Has the policy been approved by the Board? (Yes/No)	1 C. Web Link of the Policies, if available
P7	Y	Y	<ul style="list-style-type: none"> <li>Code of Business Conduct and Ethics for Employees</li> <li>Anti-Corruption &amp; Anti-Bribery Policy</li> </ul>
P8	Y	Y	<ul style="list-style-type: none"> <li>CSR Policy</li> <li>Board Diversity Policy</li> <li>Code of Business Conduct and Ethics for Employees</li> <li>Supplier Code of Conduct</li> <li>Stakeholder Engagement Policy</li> </ul>
P9	Y	Y	<ul style="list-style-type: none"> <li>Code of Business Conduct and Ethics for Employees</li> <li>CSR Policy</li> </ul>
Disclosure Question	2. Whether the entity has translated the policy into procedures. (Yes/No)	3. Do the enlisted policies extend to your value chain partners (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.
<b>Policy and Management Processes</b>			
P1	Y	The company's Code of Conduct extends to its vendors and suppliers.	<ul style="list-style-type: none"> <li>ISO 9001:2015 (Quality Management Systems)</li> <li>ISO 3834-2:2007 (Quality requirements for fusion welding of metallic materials)</li> <li>ISO/IEC 17025:2017 (General requirements for the competence of testing and calibration laboratories)</li> </ul>
P2	Y		<ul style="list-style-type: none"> <li>ISO 14001:2015 (Environmental Management Systems)</li> <li>ISO 45001:2018 (Occupational Health and Safety Management Systems)</li> <li>CSA Standard 47.1 (Fusion welding of steel company certification)</li> <li>ABSA</li> <li>ASME</li> </ul>
P3	Y		<ul style="list-style-type: none"> <li>ISO 45001:2018 (Occupational Health and Safety Management Systems)</li> </ul>



Disclosure Question	2. Whether the entity has translated the policy into procedures. (Yes/No)	3. Do the enlisted policies extend to your value chain partners (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.
P4	Y		<ul style="list-style-type: none"> <li>The company engages with community members through community development programs carried out via the Atul Krishan Bansal Foundation</li> <li>The company has previously conducted a board-approved Social Audit via an independent third-party auditor where the company's engagement with its communities was assessed. These learnings have contributed to developing our Stakeholder Engagement Plan.</li> </ul>
P5	Y		<ul style="list-style-type: none"> <li>ISO 45001:2018 (Occupational Health and Safety Management Systems)</li> </ul>
P6	Y		<ul style="list-style-type: none"> <li>ISO 14001:2015 (Environmental Management Systems)</li> <li>ISO 45001:2018 (Occupational Health and Safety Management Systems)</li> <li>ISO 9001:2015 (Quality Management Systems)</li> </ul>
P7	Y		The company does not have a code/certification/standard in line with Principle 7 as it maintains a policy of non-contribution to political parties or candidates at the national, state or local level in India and abroad.
P8	Y		<ol style="list-style-type: none"> <li>CSR Policy</li> <li>Quality / Environment / Health &amp; Safety Policy</li> </ol>
P9	Y		<ul style="list-style-type: none"> <li>ISO 9001:2015 (Quality Management Systems)</li> <li>ISO 3834-2:2007 (Quality requirements for fusion welding of metallic materials)</li> <li>ISO/IEC 17025:2017 (General requirements for the competence of testing and calibration laboratories)</li> <li>CSA Standard 47.1 (Fusion welding of steel company certification)</li> <li>ABSA</li> <li>ASME PP</li> <li>ASME S</li> <li>ASME U</li> <li>ASME U2</li> <li>PED Fitting Certificate</li> <li>National Board Certification</li> </ul>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Our ESG strategy is a foundational pillar that underscores our commitment to embedding sustainability across our operations and achieving ESG goals. A cornerstone of this strategy are our biomass-based waste-to-energy power plants in Abohar and Muktsar, Punjab. These facilities play a dual role: contributing to avoiding GHG emissions and providing an additional source of income for local communities. By utilising agricultural residues, such as paddy straw, to generate electricity, these power plants have delivered substantial emissions avoidance, a contribution formally recognised by the UNFCCC under the Clean Development Mechanism (CDM).</p> <p>FY 24-25 has marked an acceleration in the formalisation of our ESG journey. Building upon our existing practices, the company is in the process of constituting an ESG Committee guided by our Board of Directors. The ESG Committee will be further complemented by an Implementation and Monitoring Team, to help drive sustainability efforts with oversight and accountability. Additionally, we're currently in the process of developing a comprehensive decarbonisation roadmap that will establish clear, time-bound targets and a robust framework for emissions reduction and efficiency. This approach is set to guide our trajectory towards a more sustainable and resilient future.</p>								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>DEE Piping remains dedicated to building on its ongoing ESG initiatives while progressing towards structured goal-setting. Through a process of technical and stakeholder consultations, the Company is developing a decarbonisation roadmap that will shape meaningful and time-bound targets. Guided by this approach, DEE aims to set achievable commitments that align with its long-term vision of sustainable growth and positive impact.</p>								
<b>Governance, leadership and oversight</b>									
7. Statement by the director responsible for business responsibility report, highlighting ESG-related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )	<p>At DEE Piping, we view sustainability as integral to our growth and resilience. Our ESG journey has been strengthened through concrete initiatives that deliver measurable impact while laying the foundation for long-term transformation. A key achievement has been the contribution of our biomass-based waste-to-energy power plants in Punjab, which continue to avoid significant GHG emissions and generate rural livelihood opportunities-an effort previously recognised by the UNFCCC under the CDM.</p> <p>To institutionalize and accelerate our ESG agenda, we're in the process of constituting an ESG Committee and an Implementation and Monitoring Team. These governance structures ensure that our strategy, progress, and accountability are closely aligned with stakeholder expectations and global best practices. Complementing this, we are implementing a comprehensive Environmental &amp; Social Management System (ESMS) and a structured stakeholder engagement plan to strengthen trust and transparency.</p> <p>We have also aligned our disclosures with emerging requirements, including those linked to the EU's CBAM, and are in the process of finalising a decarbonisation roadmap. This roadmap will establish science-based, time-bound targets and embed risk assessments across climate, workplace safety, and operational domains. Together, these efforts aim to balance growth with responsibility, ensuring that we continue to create enduring value for all our stakeholders.</p> <p>Looking ahead, our focus remains on driving measurable progress, building resilience, and positioning DEE Piping as a forward-looking leader in sustainable industry practices.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy (ies).	Our Chairman & Managing Director, Mr. Krishan Lalit Bansal is responsible for the implementation and oversight of our business responsibility and sustainability policies.								
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 is in the process of constituting an ESG Committee with representation from the Board of Directors along with senior ESG and sustainability personnel. This Committee will be mandated to guide strategic decision-making on sustainability-related issues and oversee the implementation of our Environmental and Social Management System (ESMS). It also monitors progress on the Company's decarbonisation roadmap, ESG risk assessments, and stakeholder engagement initiatives. In parallel, the Board-appointed CSR Committee continues to provide oversight on community development programmes and social impact initiatives, ensuring alignment with the Company's broader CSR vision.								

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

Subject for Review	Indicate whether the review was undertaken by Director/ Committee of the Board / Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board								
Subject for Review	Frequency (Annually / Half yearly / Quarterly / Any other - please specify)								
Performance against above policies and follow up action	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Annually								
11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The Company has a rigorous internal audit process in place to assess the effectiveness of our key policies and procedures. These audits are conducted by independent external audit firms on a regular basis. Additionally, we engage with external experts for specific policy areas as required. This multi-layered approach ensures that our policies are aligned with industry best practices and are implemented effectively across the organisation.								

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

All principles are covered under relevant company policies. The Company has ensured that all the policies that have been formulated are in compliance with all applicable laws. These policies are reviewed by the Managing Directors/ Whole-time Directors as and when necessary or whenever there is any amendment in any applicable law.

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

Not applicable as all principles are covered by our policies

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

**PRINCIPLE 1:** Businesses should conduct 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 programs held	Topics/ Principles covered under training and its impact	% of persons in a respective category covered by the awareness programs
Board of Directors	5	<ul style="list-style-type: none"> <li>Ethics and integrity in business operations</li> <li>Corporate governance principles</li> <li>Risk management strategies</li> <li>ESG and sustainability</li> </ul>	100%
Key Managerial Personnel (KMPs)	5	<ul style="list-style-type: none"> <li>Advanced corporate governance</li> <li>Compliance and legal obligations</li> <li>Ethical leadership and decision-making</li> <li>Stakeholder engagement</li> <li>ESG and sustainability</li> </ul>	100%
Employees other than BoD and KMPs	803	<ul style="list-style-type: none"> <li>Professional development</li> <li>Communication &amp; interpersonal skills</li> <li>Health &amp; well-being</li> <li>Workplace safety</li> <li>Customer service</li> <li>Skill enhancement</li> <li>ESG and sustainability</li> </ul>	100%
Workers	427	<ul style="list-style-type: none"> <li>Health &amp; safety</li> <li>Training &amp; development</li> <li>Skill development</li> </ul>	100%

2. Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures based on 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 INR)	Brief of the case	Has an appeal been preferred (Yes / No)
Penalty/Fine	None	BSE Limited ("BSE") and the National Stock Exchange of India Limited ("NSE")	10,000	Regulation 29(2)/29(3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - delay in furnishing prior intimation about the meeting of the board of directors.	No
Settlement	None	-	-	-	-
Compounding Fee	None	-	-	-	-
Non-Monetary					
Imprisonment	None	-	-	-	-
Punishment	None	-	-	-	-

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	Not applicable

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

Yes, the company has a robust anti-bribery policy that prohibits any unethical business conduct and extends to all our employees, agents, intermediaries, consultants, subcontractors, and suppliers. We have adopted a zero tolerance approach towards breach of any provisions of this policy.

Link - [https://www.deepiping.com/document/investor/Anti\\_Bribery\\_Policy.pdf](https://www.deepiping.com/document/investor/Anti_Bribery_Policy.pdf)

In addition, the Company has implemented several supporting policies and procedures, including:

- Supplier Code of Conduct
- Code of Conduct for Board Members and Senior Management Personnel
- Code of Conduct for Independent Directors
- Code of Conduct - Prevention of Insider Trading
- Whistleblower Policy
- Human Rights Policy
- Materiality Policy

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

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

Details of complaints with regard to conflicts of interest.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	-	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**

### Leadership Indicators

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

Total number of awareness programs held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	Nil	Nil

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

Our board of directors and senior management team adhere to a dedicated Code of Conduct for Board Members and Senior Management Personnel that promotes ethical decision-making and transparency. Within the Code, clear guidelines on conflict of interest are outlined. These guidelines require all directors and senior managers to disclose any external business interests that could potentially conflict with their personal or the company's best interests. This proactive approach ensures that all decisions are made with integrity and objectivity.

### 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 products and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	Nil	

Note: DEE Piping continuously invests in improving its product designs and technology through value engineering and strategic collaborations with leading manufacturers. These efforts inherently focus on optimizing processes and products, leading to improved environmental performance and enhanced social impacts, such as greater resource efficiency and safer operations. We are actively integrating sustainability criteria into our investment decisions to drive positive environmental and social outcomes across our product lifecycle and operational footprint.

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

Yes

The Company has implemented a Supplier Code of Conduct aligned with the UN Guiding Principles on Business and Human Rights. It integrates aspects like ethical business conduct, upholding human rights and labour standards, health and safety, environmental responsibility, supply chain and product responsibility, and governance and data protection in the supply chain to ensure a sustainable and responsible sourcing mechanism.

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

Not applicable.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposal at the end of life for:

The Company specialises in providing custom-tailored process piping solutions for various industries. Our products are durable, with a long lifecycle often exceeding 25 years. While this extended lifespan minimizes end-of-life concerns, we maintain a steadfast commitment to responsible product stewardship. Our ongoing efforts focus on developing efficient processes for the reclamation, reuse, recycling, or safe disposal of our products at their end of life, aligning with environmental best practices.

4. Whether Extended Producer Responsibility (EPR) applies 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.

The Company is primarily engaged in the manufacturing of process piping solutions for critical applications across various industries. Our product range does not include any plastic, electrical, or electronic components or products. therefore, the Extended Producer Responsibility (EPR) regulations under the Plastic Waste Management Rules 2016 and E-waste Management Rules 2022 are not applicable to our business operations.

#### Leadership Indicators

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

The Company has not conducted a Life Cycle Assessment (LCA) for its products in FY 2024-25.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Not applicable

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

Name of Product / Service	Description of risk / concern	Action Taken
---------------------------	-------------------------------	--------------

Not applicable

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

**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):** The Company's primary customers are leading companies across industries, for whom we supply specialized process piping solutions both nationally and internationally. Our high-quality products are designed for durability and a long operational lifecycle, often extending up to 25-30 years.

The Company primarily utilises recycled and reused plastic components within its packaging materials, often sourced from the packaging of incoming raw materials from our suppliers. This practice significantly minimizes the need for virgin plastic, thereby actively reducing our environmental footprint associated with packaging.

- (b) **E-waste:** The Company does not manufacture or sell any products that fall under the electronics category; therefore, e-waste reclamation processes for our products are not applicable.

- (c) **Hazardous waste:** The Company does not manufacture or sell any products that fall under the hazardous waste category. Our specialized process piping solutions are designed and produced with non-hazardous materials for their intended end-use.

- (d) **Other waste:** The Company stands as a prominent supplier of specialized process piping solutions to leading industry entities, serving markets domestically and abroad. Our products are renowned for their exceptional longevity and robust construction, designed to endure for 25-30 years or more in demanding industrial environments. In our packaging practices, the Company champions sustainability by primarily employing recycled and reused wood, steel, and other non-plastic materials, predominantly sourced from the packaging materials of incoming raw materials from our suppliers. This commitment to using recovered resources reduces waste and minimizes our environmental impact.

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

	FY 2024-25			FY 2023-24		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)						
E-Waste			Not applicable			
Hazardous Waste						
Other Waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
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	% 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	923	923	100%	923	100%	36	3.9%	721	78.11%	N/A	N/A
Female	18	18	100%	18	100%	18	100%	17	94.4%	N/A	N/A
Total	941	941	100%	941	100%	54	5.73%	738	78.4%	N/A	N/A
Other than permanent employees											
Male	150	150	100%	150	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	08	08	100%	08	100%	N/A	N/A	N/A	N/A	N/A	N/A
Total	158	158	100%	158	100%	N/A	N/A	N/A	N/A	N/A	N/A

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	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	0	-	-	-	-	-	-	-	-	-	-
Other than permanent workers											
Male	2854	2854	100%	2854	100%	-	-	-	-	-	-
Female	09	09	100%	09	100%	-	-	-	-	-	-
Total	2863	2863	100%	2863	100%	-	-	-	-	-	-

## 2. Details of retirement benefits for the Current FY and Previous FY

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	N/A	Y	100%	N/A	Y
ESI	100%	100%	Y	100%	100%	Y
Leave encashment	100%	N/A	Y	100%	N/A	Y
Superannuation	0	0	-	0	0	-
NPS	0	0	-	0	0	-

\*DEE Piping Systems Thailand is excluded from the above table as the employees and workers are covered under social security measures as per Thai regulations.

## 3. Accessibility of workplaces

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

**Yes**

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

The Company is committed to equal opportunity in the workplace. Your Company Code of Conduct explicitly prohibits discrimination against employees or applicants for employment based on disability, race, colour, religion, sex, ethnicity, age, marital status, veteran status, or any other characteristic protected by law, ensuring fair treatment and opportunity throughout the employment lifecycle.

## 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	-	-	-	-
Female	-	-	-	-
<b>Total</b>	-	-	-	-

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

	(Yes / No)	If yes, give details of the mechanism in brief
Permanent workers	Yes	In FY 24–25, the Company further strengthened its grievance redressal and accountability framework. Building on its existing Whistle Blower Policy and Fair Practice Policy, which provide employees and directors a confidential and secure process to report ethical concerns, the Company has developed a broader ecosystem of policies and mechanisms to align with evolving ESG expectations.
Other than permanent workers	Yes	<ul style="list-style-type: none"> <li>The Whistle Blower Policy, in line with SEBI Listing Regulations and the Companies Act 2013, continues to ensure confidentiality and protection against victimisation, with complaints reviewed by the Chairman of the Audit Committee.</li> <li>The Fair Practice Policy encourages transparent reporting and safeguards employees from retaliation.</li> <li>In FY 24–25, the Company introduced additional policies including a Human Rights Policy and a Supplier Code of Conduct, further embedding accountability and ethical practices across its value chain.</li> </ul>
Permanent employees	Yes	<ul style="list-style-type: none"> <li>A comprehensive Stakeholder Engagement Plan (SEP) was also finalised, detailing systematic mechanisms for stakeholder feedback, information disclosure, and a structured grievance resolution process at the site level.</li> <li>The Company also rolled out its Environmental and Social Management System (ESMS) and ESG Framework FY 25–26, both of which integrate grievance redressal as a core function to ensure responsiveness and transparency.</li> </ul>
Other than permanent employees	Yes	<p>For direct access, stakeholders may now also raise concerns by writing to <a href="mailto:secretarial@deepiping.com">secretarial@deepiping.com</a>, in addition to the existing whistleblower channels. Through this expanded framework, the Company reaffirms its commitment to transparency, responsiveness, and inclusive engagement with all stakeholders.</p>

7. Membership of employees and workers in association(s) or Unions recognised 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 associations(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of associations(s) or Union (D)	% (C/D)
<b>Total Permanent Employees</b>						
Male	1005	Nil	-	1024	Nil	-
Female	44	Nil	-	37	Nil	-
<b>Total Permanent Workers</b>						
Male	Nil	Nil	-	Nil	Nil	-
Female	Nil	Nil	-	Nil	Nil	-

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	933	725	77.7%	869	93.1%	1024	327	31.9%	204	19.9%
Female	19	15	78.9%	17	89.4%	37	14	37.8%	8	21.6%
Total	952	740	77.7%	886	93%	1061	341	32.1%	212	19.9%
Workers										
Male	2927	2423	82.7%	2675	91.3%	2915	700	24%	650	21.8%
Female	154	127	82.4%	125	81.6%	31	10	32%	10	32%
Total	3081	2550	82.7%	2800	90.8%	2946	710	24.1%	660	22.4%

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

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	1053	1053	100%	1024	1024	100%
Female	23	23	100%	37	37	100%
<b>Total</b>	<b>1076</b>	<b>1076</b>	<b>100%</b>	<b>1061</b>	<b>1061</b>	<b>100%</b>
<b>Workers</b>						
Male	2927	2927	100%	2915	2915	100%
Female	154	154	100%	31	31	100%
<b>Total</b>	<b>3081</b>	<b>3081</b>	<b>100%</b>	<b>2946</b>	<b>2946</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, what is the coverage of such a system?

Yes, the Company has implemented a comprehensive occupational health and safety management system with almost all our facilities certified with ISO 45001 standards. The coverage includes ensuring safe and healthy working conditions, eliminating hazards, and minimising risks, injuries, and ill-health among all personnel under the company's control.

The Company also has a dedicated Environmental / Occupational Health and Safety (OHS) policy, which helps ensure the safety and well-being of our employees.

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

The Company systematically identifies work-related hazards and assesses risks through routine safety audits, risk assessments, and the involvement of its dedicated environment, health, and safety (EHS) team. We conduct regular performance reviews, safety audits, and mock drills and provide appropriate personal protective equipment (PPE) and training to our employees to manage both routine and non-routine risks effectively.

- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks.

The Company has established processes for workers to report work-related hazards. The Company has recently created an ESMS, including a detailed Stakeholder Management Plan which defines our interactions with our stakeholders. Any complaints regarding work-related hazards can be raised by email to the following address – [secretarial@deepiping.com](mailto:secretarial@deepiping.com). The Environmental /Occupational Health and Safety policy ensures employees can report hazards and unsafe conditions without fear of retaliation. Employees are encouraged to share their concerns, and the company provides mechanisms for direct communication with the EHS team and management to address and mitigate these hazards promptly.

- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, employees and workers at the Company have access to non-occupational medical and healthcare services. The company conducts regular medical checkups and implements safety measures to promote its workforce's overall health and well-being, ensuring a safe and healthy environment.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
(per one million-person hours worked)	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented comprehensive measures to ensure a safe and healthy workplace for its employees. Our integrated management system, certified with ISO 45001 standards, includes policies and practices designed to eliminate hazards and minimise risks, injuries, and ill health. We conduct regular safety audits, risk assessments, and mock drills to identify and mitigate work-related hazards. A dedicated environment, health, and safety (EHS) team oversees adherence to safety norms and ensures continuous improvement through performance reviews and setting quantified objectives.

Employees are provided with appropriate personal protective equipment (PPE) and receive regular safety and risk management training. The company encourages employees to report any unsafe conditions without fear of retaliation, and these reports are addressed promptly by the EHS team. Additionally, the Company offers regular medical checkups and access to healthcare services to promote overall well-being. The Company's commitment to legal compliance and the protection of health and safety is further demonstrated through adherence to various environmental and occupational health and safety laws and regulations in India and other jurisdictions where they operate.

13. No. of complaints made on the following by employees and workers.

Category	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
Working conditions	0	0	-	0	0	-
Health and safety	0	0	-	0	0	-

#### 14. Assessments for the year:

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

\* We have only included manufacturing facilities while reporting this figure

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

Not applicable

#### Leadership Indicators

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

- Employees - Yes
- Workers - Yes

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

Ans. Value chain partners are paid only after the verification of deposit of statutory dues related to contractual labour employed by the contractor.

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

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

No

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working conditions	

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

Not applicable

**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.

The process for identifying key stakeholder groups at the Company involves a comprehensive materiality assessment, which considers both internal and external perspectives. We engage with various stakeholders, including employees, customers, suppliers, local communities, and regulatory bodies, to understand their expectations and concerns. This assessment is conducted through surveys, interviews, and feedback sessions. By analyzing the feedback and considering the relevance and impact of different groups on our business, we identify and prioritize the key stakeholders whose interests are most aligned with our operations and sustainability goals.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, 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
Investors and shareholders	No	Email, Newspaper, Website	Quarterly	Update on financial performance and strategic initiatives. Address concerns related to returns on investment and corporate governance.
Employees	No	Email, Notice Board, Community Meetings, Website	Regularly	Discuss health and safety, job satisfaction, and career development. Address concerns related to working conditions and training needs.
Customers	No	Email, Website	Regularly	Review product performance, gather feedback on service quality, and discuss customization needs and satisfaction.
Suppliers	No	Email	Regularly	Evaluate supply chain efficiency, discuss quality standards, and address any issues related to delivery or compliance.
Local communities	Yes	Community Meetings	Regularly	Address community concerns, provide updates on CSR activities, and discuss environmental and social impacts of operations.

**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.

Consultation between stakeholders and the Board is facilitated through structured feedback mechanisms. Stakeholder feedback is collected through surveys, meetings, and formal communications, which are then summarized and presented to the Board during scheduled review sessions. For certain topics, consultations may be delegated to specialized committees or departments, which compile findings on stakeholder concerns and recommendations. These processes are overseen and reviewed by the Board to ensure that stakeholder inputs are integrated into strategic decisions and policies.

- 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

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

Not applicable

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

### Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy (ies) of the entity.  
Human rights forms is a key aspect of your Company's policies. We are currently in the process of conducting human rights training our employees.
- 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										
Male	1005	0	0%	1005	100%	1024	0	0	1024	100%
Female	44	0	0%	44	100%	37	0	0	37	100%
Other than permanent										
Male	196	0	0%	196	100%	34	0	0	34	100%
Female	4	0	0%	4	100%	0	0	0	0	100%
	Workers									
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent										
Male	2927	0	0%	2927	100%	2915	531	18.2%	2384	81.8%
Female	184	0	0%	184	100%	31	0	0	31	100%



## 3. 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	4,00,000	3	42,00,000
Key Managerial Personnel (KMP)	3	44,58,420	2	62,79,807
Employees other than BOD and KMPS	999	53,001	39	46,031

## 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)

The company has a stakeholder relationship committee which is responsible for overseeing any matters concerning human rights of the company's employees and workers.

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

The Company has established robust internal mechanisms to address grievances related to human rights issues. Our whistleblower policy and vigil mechanism provide avenues for employees and stakeholders to report any concerns or complaints regarding human rights violations. These mechanisms ensure confidentiality and protection for those who raise concerns.

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

Category	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	0	-	-	0	-	-
Discrimination at workplace	0	-	-	0	-	-
Child Labour	0	-	-	0	-	-
Forced Labour/ Involuntary Labour	0	-	-	0	-	-
Wages	0	-	-	0	-	-
Other human rights related issues	0	-	-	0	-	-

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

The Company has established comprehensive mechanisms to prevent adverse consequences for complainants in cases of discrimination and harassment. The Company's Whistle Blower Policy and Code of Conduct ensures that employees can report unethical behaviour and wrong practices without fear of retaliation or intimidation.

The Whistle Blower Policy allows employees to report incidents of discrimination, harassment, or non-compliance to the Code of Conduct in a confidential manner. Our policies contain provisions to maintain strict confidentiality regarding the identity of the whistle-blower.

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

Yes. Given that DEE Piping primarily serves niche national and international clients, our contracts typically embed explicit provisions on human rights and ethical business conduct. In FY 24–25, this commitment was further reinforced through the adoption of a dedicated Human Rights Policy and a Supplier Code of Conduct, ensuring alignment with global standards across our operations and value chain.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at the workplace	
Wages	
Others - please specify	

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

No corrective actions recommended or significant risks identified during internal assessments and third-party audit conducted.

### Leadership Indicators

1. Details of a business process being modified / introduced because of addressing human rights grievances/complaints.

We have not encountered any concern requiring a change in our business processes because of addressing human rights grievances or complaints.

2. Details of the scope and coverage of any human rights due diligence conducted.

While we have not yet conducted formal human rights due diligence, we are committed to embedding human rights principles as a core aspect of our operations.

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

Yes, the premises and offices of DEE Development Engineers Limited are accessible to differently-abled visitors, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. The company has made provisions such as ramps, lifts, and other necessary aids to ensure that differently-abled persons can access their facilities without any hindrance. These measures demonstrate the company's commitment to inclusivity and adherence to legal standards for accessibility.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Not applicable
Discrimination at the workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others - please specify	

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

Not applicable

**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	Unit	FY 2024-25	FY 2023-24
Total electricity consumption (A)	GJ	41,175	29,879
Total fuel consumption (B)	GJ	27,315	23,414
Energy consumption through other sources(C)	-	-	-
Total energy consumption (A+B+C)	GJ	68,490	53,293
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	GJ per million INR	8,074.18	6.60

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, independent assessment/ evaluation/assurance has been carried out.

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

No, none of our sites / facilities have been identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (pat) Scheme of the GOI.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source in kilolitres			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	0	0
(iii) Third party water	kilolitres	21,830	18,081
(iv) Seawater / Desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	kilolitres	21,830	18,081
Total volume of water consumption (in kilolitres)	kilolitres	21,830	11,480
Water intensity per rupee of turnover (Water consumed / turnover)	Kilolitre per million INR	2.57	1.42

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, independent assessment/ evaluation/assurance has been carried out.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) To Surface water	KL	0	0
(ii) To Groundwater	KL	0	0
(iii) To Seawater	KL	0	0
(iv) Sent to third parties	KL	0	0
(v) Others	KL	8,218.8	6,601.92
• No treatment	KL	0	0
• With treatment – please specify level of treatment	KL	8218.8	6,601.92
Total water discharged (in kilolitres)	KL	8218.8	6,601.92

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, independent assessment/ evaluation/assurance has been carried out.

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

No, we do not have a Zero Liquid Discharge mechanism. However, we re-utilise water used in our operations to ensure minimum wastage and maximum reuse.

6. Provide details of greenhouse gas emissions (Scope 1 and scope 2 emissions) by the entity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	2,391.24	1,494.53
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	8,189.43	5,043.76
Total Scope 1 and Scope 2 emissions per rupee of turnover	gCO <sub>2</sub> e/ rupee	1.24	1.3

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

No, independent assessment/ evaluation/assurance has been carried out.

7. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

Yes, the Company has projects related to reducing Greenhouse Gas (GHG) emissions. The company operates two biomass power generation plants located in Abohar and Muktsar, Punjab, with an annual contracted capacity of 8 MW and 6 MW, respectively. These plants generate electricity using biomass such as paddy straw, cotton stalks, wheat stalks, and mustard straw and supply it to various consumers connected to the regional grid. The primary goal of this project is to utilise the surplus biomass available in the region for effective electricity generation, thus reducing GHG emissions that would have occurred from fossil fuel-based power generation. By focusing on environmental sustainability, the Company has successfully reduced more than 191,067 tCO<sub>2</sub>e emissions by producing green power.

The biomass-based project contributes to sustainable development in several ways:

1. Social Well-being: By purchasing crop residue from local farmers, the project provides an additional source of income, thereby enhancing the purchasing power of the local population. The project also creates employment opportunities by preferentially hiring local workers during the construction and operation phases. It is expected

to employ 70-80 people directly and 2,000-2,500 people indirectly in transportation activities. Improved connectivity to nearby locations due to the project leads to overall regional development.

2. **Economic Well-being:** The project creates business opportunities for local stakeholders, such as suppliers, manufacturers, and contractors. It helps bridge the demand-supply gap in the power-deficient regional grid, reducing transmission losses and ensuring reliable power supply. This encourages industrial growth in the area, contributing to regional prosperity.
  3. **Environmental Well-being:** The project reduces GHG emissions that would have been generated from fossil fuel-based power plants. By utilising renewable biomass, the project promotes environmental sustainability and conserves finite, nonrenewable resources like coal and gas.
  4. **Technological Well-being:** The plant employs a modern, energy-efficient, and environmentally safe steam turbo generator and boiler capable of firing multiple fuels. This technology strengthens the grid, increases energy availability, and improves the quality of power in nearby rural areas, thereby addressing local energy demands and promoting technological advancement.
8. Provide details related to waste management by the entity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total waste generated (in metric tonnes)</b>			
Plastic waste (A)	metric tonnes	-	0
E-waste (B)	metric tonnes	-	0.14
Bio-medical waste (C)	metric tonnes	-	-
Construction and demolition waste (D)	metric tonnes	-	-
Battery waste (E)	metric tonnes	-	0
Radioactive waste (F)	metric tonnes	-	-
Other hazardous waste. Please specify if any (G)	metric tonnes	1.33	1.94
Other non-hazardous waste. Please specify if any (H) (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	0	0
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>metric tonnes</b>	<b>1.33</b>	<b>2.08</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
Category of waste			
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
Category of waste			
(i) Incineration	metric tonnes	-	-
(ii) Landfilling	metric tonnes	-	-
(iii) Other disposal operations	metric tonnes	-	-
<b>Total</b>	<b>metric tonnes</b>	<b>-</b>	<b>-</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, independent assessment/ evaluation/assurance has been carried out.

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

The Company has adopted a robust waste management strategy to address various types of waste, including solid waste, e-waste, and hazardous waste such as used oil, oily cotton rags, empty chemical tins, and Effluent Treatment Plant (ETP) sludge. The company ensures proper storage of these wastes in designated areas and regularly disposes of them through government-approved authorized recyclers. Detailed records of waste generation and disposal are maintained to ensure compliance with environmental standards.

In addition, the Company has implemented a strict No Asbestos Policy. This policy prohibits the use of asbestos-containing materials across all company operations and is prominently displayed at the main gates. All stakeholders, including visitors, are required to adhere to this policy. These measures are part of the Company's broader commitment to reducing the environmental impact of its operations and promoting sustainable practices.

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

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

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

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

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

Yes, the Company complies with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and its rules. The company adheres to regulations governing air emissions, wastewater discharge, and the handling, storage, and disposal of hazardous substances and waste. Our operations are conducted in accordance with the consent to operate conditions issued by the Central and State Pollution Control Boards. Additionally, our dedicated Environment, Health, and Safety representatives at each site ensure the implementation of our environmental management system, coordinating all environmental activities, advising management on environmental matters, and liaising with regulatory authorities to maintain compliance and safeguard environmental standards.

## Leadership Indicators

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

### Water withdrawal, consumption and discharge in areas of water stress

(i) Name of the area	No water utilised by the Company is withdrawn, consumed or discharged in areas
(ii) Nature of operations	of water stress.

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, independent assessment/ evaluation/assurance has been carried out.

2. Provide break-up of the total energy consumed from renewable and non-renewable sources, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A + B + C)	GJ	0	0
From non-renewable sources			
Total electricity consumption (D)	GJ	41,175	29,879
Total fuel consumption (E)	GJ	27,315	23,414
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources(D+E+F)	GJ	68,490	53,293

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, independent assessment/ evaluation/assurance has been carried out.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	19,593.85	Not being tracked
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/INR	2.3	Not being tracked

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

Not applicable

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

S. No.	Initiative Undertaken	Details of the initiative	Outcome of the initiative
1	STP ETP system	Implemented advanced wastewater treatment systems to reduce pollution and conserve water resources.	Significant reduction in effluent discharge, ensuring compliance with environmental regulations.
2	Dual-Fuel DG Sets	Installed DG sets capable of operating on both PNG and diesel, promoting cleaner fuel usage.	Reduced carbon footprint and operational costs due to the efficient use of cleaner fuel.
3	Electric furnances	Adopted electric furnaces for heating and melting processes, replacing traditional fossil fuel-based methods.	Enhanced energy efficiency, reduced carbon emissions, and improved production quality.
4	Retrofitting of DDEL Power Division Chimneys	Retrofitting chimneys in the power division with advanced emission control technology to reduce particulate matter emissions.	Lowered emissions, contributing to improved air quality and reduced environmental impact.

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

Yes, the Company has a business continuity and disaster management plan in place. The plan details various protocols and procedures for handling different emergencies including fire, earthquake, industrial accidents, gas leakage, chemical spills, food poisoning, and STP/ETP breakdown.

- Emergency Response Team: The plan outlines the roles and responsibilities of various teams involved in emergency response, including the Emergency Response Team (ERT), Quick Response Team (QRT), and Security.
- Communication Procedures: The plan details clear communication procedures for reporting emergencies and keeping relevant personnel informed.
- Evacuation Procedures: The plan outlines a process for safe evacuation of personnel during emergencies.
- Fire Safety Measures: The plan details specific measures to be taken in case of a fire, including fire extinguisher use, fire alarm activation, and procedures for shutting off electrical supply.
- Other Emergencies: The plan also covers protocols for handling other emergencies such as gas leaks, chemical spills, and industrial accidents.

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

None



**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

The Company is affiliated to 3 chambers/ associations as listed below.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	PHDCCI	National
2	Palwal Industrial Association	State
3	Faridabad Industrial Association	State

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.

The Company does not have any adverse order related to anti-competitive conduct against it.

Name of authority	Brief of the case	Corrective action taken
-	-	-

#### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web link, if available
-	-	-	-	-	-

**Principle 8:** Businesses should promote inclusive growth and equitable development

**Essential Indicators**

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

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

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

Not applicable. No rehabilitation and resettlement were undertaken by the entity during this reporting period.

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	Amount paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-

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

Not applicable

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	-	-
Sourced directly from within the district and neighbouring districts	-	-

Note: This metric is currently under evaluation and will be reported in a subsequent reporting period.

**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):

Not applicable. No negative social impacts were identified in the social integrity audit.

Details of negative social impact identified	Corrective action taken
-	-

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

None of the CSR projects undertaken by the Company are located in the list of Aspirational Districts of India as notified by the Niti Aayog.

S. No.	State	Aspirational District	Amount Spent (in INR)
-	-	-	-

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

The Company occupies a unique position in the process piping industry. A majority of the Company's procurement is of industrial origin and procured in bulk. The Company does not have a preferential procurement policy for purchasing from suppliers comprising marginalised/vulnerable groups.

- 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:

Not applicable. The Company does not currently own or have acquired any intellectual properties in the current financial year that are 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
-	-	-	-	-

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
-	-	-

#### 6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefitted from project	% of beneficiaries from vulnerable and marginalized groups
1	Swachhta se swasthya	1112	100%
2	Viksit Gaon-Viksit Desh	3036	100%
3	Contributions towards initiatives like the "Swachh Bharat - Swastha Bharat" scheme for enhancing cleanliness and upliftment of rural areas	4299	100%

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

#### Essential Indicator

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
We have established multiple channels for receiving consumer complaints and feedback, including email, our website, and customer service helplines. Each submission is reviewed promptly, and appropriate actions are taken to address and resolve concerns effectively.
- 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	Not applicable as the Company is involved in manufacturing specialised process piping solutions for industrial use.
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	-	-	0	-	-
Advertising	0	-	-	0	-	-
Cyber-security	0	-	-	0	-	-
Delivery of essential services	0	-	-	0	-	-
Restrictive trade practices	0	-	-	0	-	-
Unfair trade practices	0	-	-	0	-	-
Other	0	-	-	0	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

## 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The Company has a Cyber Security and Data Privacy Policy that outlines its approach to safeguarding information assets, managing cyber risks, and ensuring compliance with data protection requirements. The policy provides guidance on access controls, data security protocols, incident response, and employee awareness.

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

Not applicable as there were no instances during the reporting period.

**Leadership Indicators**

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

Detailed information regarding all our products is available on our website: <https://www.deepiping.com>

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

Due steps are taken by the company to inform and educate consumers about safe and responsible usage of our products, including via manuals, labelling, and appropriate signage.

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

While the Company does not deal directly with essential services, we have established mechanisms to inform consumers of any potential disruption or discontinuation. In such cases, information can be disseminated through our website, mass media platforms, social media platforms, distribution networks, sales representatives, and e-mails.

## 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable as the company operates in a B2B model.

## 5. Provide the following information relating to data breaches:

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

There were no data breaches during the reporting year.

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

Not applicable as there were no data breaches during the reporting year.