

Business Responsibility & Sustainability Report



MTAR Technologies Limited

FY 2022 - 23

Forward-looking statement

In this BRS report we are presenting some forward-looking information to enable investors to comprehend our prospects and take informed investment decisions. This report and other statements- written and oral- that we periodically make contain forward-looking statements that set out anticipated results based on the management's plans and assumptions. Wherever possible, we have tried to identify such statements by using words such as 'anticipates', 'estimates', 'expects', 'projects', 'intends', 'plans', 'believes', and words of similar substance in connection with any discussion of future performance. We cannot guarantee that these forward-looking statements will be realised, although

we believe we have been prudent in our assumptions. The achievement of results is subject to risks, uncertainties and even inaccurate assumptions.

Should known or unknown risks or uncertainties materialise, or should underlying assumptions prove inaccurate, actual results could vary materially from those anticipated, estimated or projected.

We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise.

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Online Annual
Report

www.mtar.in



The background of the slide features a photograph of several wind turbines on a grassy hillside. The sky is a mix of orange, pink, and purple, suggesting a sunset or sunrise. The turbines are white and stand tall against the colorful sky. The overall scene is peaceful and represents clean energy.

Powering a Sustainable Future

The foundation of MTAR was laid in 1969 to cater to prestigious Indian Civil Nuclear Power program. The company has developed several climate positive products for Clean Energy- Civil Nuclear Sector since then.

MTAR has forayed into Clean Energy- Fuel cells in 2009 by supplying power units for Solid Oxide Fuel Cells. The company has increased its wallet share in this sector by adding products such as electrolysers, sheet metal assemblies, enclosures etc.

In addition, MTAR has started catering to customers in Hydro Power and Waste to Energy sectors by supplying complex fabricated structures. The company is also in discussion with customers that are into Wind Energy, Battery Storage Systems and Hydrogen Storage Systems

MTAR strategises to expand its green product portfolio further, powering a sustainable future

Managing Director's Overview- Sustainability



In FY 2022-23, the company has derived nearly 85% of revenue from manufacturing climate positive products as against 77% in FY 2021-22. At MTAR, ESG has been an integral part of our business decision making to power a sustainable future

Dear Stakeholders,

I am delighted to inform our shareholders that we have made significant strides in integrating environmental, social, and governance (ESG) considerations into our operations. Sustainability has been an integral part of our business strategy, and we have been manufacturing climate positive products since our inception. We have always believed that infusing company with purpose can help attract a motivated skilled workforce that drives financial success.

MTAR was established to supply climate positive products for Civil Nuclear Programme to Clean Energy – Civil Nuclear Power and later forayed into Clean Energy Fuel Cells division in 2009. The company has started fabricating critical structures for Clean Energy – Hydel & Waste to Energy sectors. In FY 2022-23, the company has derived nearly 85% of revenue from manufacturing climate positive products as against 77% in FY 2021-22. To contribute further to sustainability by manufacturing products that have positive impact on environment, the company has also initiated discussions with customers that are into Wind Energy, Battery Storage Systems and Hydrogen Storage systems.

Apart from expanding our green product portfolio, the company has focused on several key areas to drive sustainability and create positive impact. One of our major initiative is installation of solar rooftops across EOU and Unit2 that contribute to the majority of our revenues to reduce our carbon footprint. We are working towards installing solar rooftops at our Adibatla unit. In addition, the company has also implemented other energy-efficient practices including replacement of conventional lighting with LED lighting. As a result, the company has started reducing its carbon foot print.

In the past, the company has developed several import substitutes such as ball screws, roller screws, water lubricated bearing, fins, fork lift bases, bellows etc. to reduce emissions by avoiding imports. In FY 2022-23, the company has developed products such as bellows etc. that were previously imported to integrate with power units for Solid Oxide fuel cells, which enables us to reduce emissions by avoiding sea shipments/ airfreight. MTAR is committed to sustainable procurement and responsible sourcing and always procured majority of imported raw materials through sea shipments to contribute to the reduction of emissions. The company has strengthened partnerships with the vendor throughout the value chain in the year under review to create awareness about ESG. MTAR has taken up training session to its vendors about the need for adhering to ethical labour practices, minimizing environmental impacts, and promoting biodiversity conservation. By promoting awareness about sustainability throughout the value chain, the company aims to create a positive ripple effect that extends beyond its own operations.

The company has always focused on fostering a cultural of excellence marked by high people retention. We have a modest attrition of 8.5% as on year ended March 31, 2023. The company firmly believes that the growth of the organisation is dependent on the growth and welfare of our employees. Accordingly, the company places a lot of emphasis on the training our employees and various welfare activities taken up for our employee wellbeing. We have taken up salary correction activity in Q4 FY 2022-23 to ensure the compensation of our employees in on par with or better than the industry average.

Furthermore, we also believe that a diverse workforce drives innovation and leads to better decision-making. Our hiring practices have always been aimed at gender and racial diversity at all levels of the company, however, historically female work force in our overall strength is lower due to the nature of the industry in spite of inclusive human resource policies. In the recent past the company has taken up special initiatives to enhance gender diversity by increasing the number of women in the organisation at all levels and is working on improving it further. The company's believes that a diverse workforce drives innovation and leads to better decision-making goal. We target to create an environment where every employee feels valued, respected, and empowered to reach their full potential; the company promotes training programs and takes up activities to promote a culture of belonging. The company believes that up-lifting of communities is essential for an inclusive and equitable growth. We have contributed to Rs. 11.7 Mn towards various initiatives related to education, skill development, healthcare, eradication of poverty and preservation of cultural heritage through CSR funds in the year under review. Furthermore, the company has adopted two schools to enhance the quality of education by improving the infrastructural facilities.

The company firmly believes that robust corporate governance is essential for the long-term success of a business and we ensure 100% compliance with all the regulatory requirements. At MTAR, our strategic direction is guided by our board, which comprises majority of independent directors. The company has always maintained transparency in providing disclosures to all the stakeholders. It also organises regular



MTAR has been rated good by Dun & Bradstreet for the companies practices on Environmental, Social & Governance aspects

trainings sessions on corporate governance and business code of conduct to all the stakeholders including the directors on the board, KMPs and employees.

The company has always taken measures to integrate sustainability into our business model with an aim to impact different aspects of it, however, we understand that the ever-changing landscape of sustainability requires us to continually adapt and find innovative solutions. MTAR understands the imperative need to address various issues such as reduction of carbon emissions, water management, waste management, work place diversity, and biodiversity. The company believes that addressing these challenges requires collaborative efforts from all the stakeholders, and hence, MTAR has been engaging with all the stakeholders including vendors, industry partners, NGOs etc. to accelerate progress by

driving collective action.

The company envisions to be 100% complaint with ESG and charted out a clear road map for sustainability over the coming years. The company shall continue to integrate sustainability into its business strategies and operations, focusing on expansion of Clean Energy verticals, implementation of circular economy principles, renewable energy adoption, and community engagement.

MTAR is in discussion with various customers in Clean Energy to increase its green product portfolio and shall be carrying out project specific investments to develop sustainable products. Furthermore, the company is exploring business models to prioritize resource efficiency, and aims to leverage technology to enhance our environmental monitoring and reporting capabilities.

I would like to express my gratitude to our

board, our employees, customers, suppliers and partners who have extended their immense support in the company's sustainability journey thus far. Our stakeholders have a key role to play in our emergence of MTAR as a Clean Energy player that constitutes 85% of revenues of the firm and their commitment and passion have been instrumental in driving positive change. Together, the company looks forward to power a sustainable future over the coming decades.

Srinivas Reddy
Managing Director

Making ESG an integral part of our business

MTAR envisions to be 100% ESG complaint for a sustainable future; Nearly 85% of the Company's revenue is derived from manufacturing climate positive products in FY 2022-23



MTAR looks forward to expand our green product portfolio to manufacture climate positive products

Our ESG Outlook

At MTAR, we believe companies have a key role to play in driving the global transition to a low-carbon economy, improving workplaces and gender representation, and improving governance. Viewing our long-term business model through a comprehensive ESG lens is essential

Progressive and proactive ESG policies enable a sustainable business growth, thereby enhancing value to all the stakeholders including investors, customers, employees, suppliers and wider communities.

A comprehensive ESG framework links to the cashflows in five important ways:

1. Facilitating top-line growth
2. Reducing costs
3. Minimising regulatory and legal interventions
4. Increasing employee productivity
5. Optimising investment and capital expenditure

SI No	Factor	How a strong ESG proposition could help
1	Top-line growth	<ul style="list-style-type: none"> • Helps to tap new markets and expand into existing ones • Enhance the customer base with sustainable products • Provides better access to resources through stronger community and government relations
2	Cost Reductions	<ul style="list-style-type: none"> • Low energy consumption helps in reducing the operational costs
3	Minimising Regulatory & Legal interventions	<ul style="list-style-type: none"> • Achieve greater strategic freedom through deregulation • Provides access to subsidies and government support
4	Increasing employee productivity	<ul style="list-style-type: none"> • Increases employee motivation • Enables to attract talent through greater social credibility
5	Optimising investment and capital expenditure	<ul style="list-style-type: none"> • Enhance investment returns through a better capital allocation towards sustainable plant and equipment helps in avoiding investments that may not pay off because of longer-term environmental issues

To achieve sustainable business growth the Company is committed to conducting its business by integrating environmental, social and governance (“ESG”) factors into its investment decisions and operational processes

Our Environment Commitment

In any business a decision that has positive impact on environment leads to better investment outcomes and increased wellbeing of our stakeholders and society at large. MTAR intends to continuously improve the environmental impact of our business by manufacturing climate positive products and by making our operational processes more sustainable

Over the years we have strategized to grow our clean energy segment significantly to enhance our green

product portfolio that contributes in a small way to global transition into low carbon economy. Nearly 85% of our revenues in FY 2022-23 are derived from clean energy segment including civil nuclear power and fuel cells. In addition, we are in discussions with several other customers in Clean Energy. The Company has a substantial potential to benefit through the growth of low-carbon products and services

To reduce our energy consumption and

improve the sustainability of our operational processes we have installed solar rooftops at Unit 2 and EOU, which is expected to reduce our energy consumption significantly. The Company is the process of installing solar rooftops at Unit 3 and Adibatla

Our facilities at Unit 2, EOU and Adibatla are certified for ISO 14001:2015, Environmental Management System.

Revenue as % of total revenue from operation	FY 19	FY 20	FY 21	FY 2021-22	FY 2022-23
Clean Energy – Fuel Cells & Hydel, and others	61.41%	64.34%	49.79%	62.61%	77.04%
Clean Energy – Civil nuclear Power	13.04%	12.17%	22.43%	14.19%	7.64%
Total	74.46%	76.51%	72.22%	76.80%	84.68%

Our Social Commitment

MTAR believes that ability to maintain healthy, positive, fair, and ethical relationships with all the stakeholders including employees, customers, suppliers, and communities promotes business growth and competitiveness



MTAR is working on increasing the number of women in the organisation to promote gender diversity, equity and inclusion

Diversity, Equity and inclusion

The Company policies are framed in such a way to promote diversity, equity and inclusion among the employees. We believe in an inclusive growth and provide equal opportunities to everyone. However, due to inherent nature of manufacturing sector, the gender gap is wider inspite of conducive policies. The Company is placing additional efforts to increase the number of women in the organisation.

Customers

MTAR is known for exceptional quality of products it, which enabled it to develop a long standing relationships with all its primary customers. The Company acts as a strategic partner to its primary customers. We regularly obtain feedback from our customers to improve the quality of our products further

Employee Welfare and Training

At MTAR, we have been recognised for a culture of excellence, marked by high people retention, knowledge-enhancing workplace, extension of one’s workplace to the large exercise of nation-building, and talent investments including recruitment, retention and training) Our policy on Environment, Health and Safety emphasizes a safe and healthy work environment for employees.

Vendor Development

The Company is known for prompt payments among its vendors. It believes in the empowerment of local vendors; nearly 30% of our raw material is procured from local vendors. We also organise training sessions to our vendors to raise awareness on various technical and sustainability issues

Our facilities at Adibatla, Unit 2 and EOU have been certified for ISO 45001:2018 Occupational Health and Safety. The Company also measures the employee satisfaction index with the most recent annual measurement being 86.0% with a net promoter score of 24. The result of our best-in-class talent management practices have been high people retention with an average attrition rate of 8.5% over the last few years



Promoting cultural heritage by encouraging arts



Supporting the underprivileged for a more equitable society`

Community Impact

MTAR has allocated Rs. 11.70 Mn funds in FY 2022-23 towards various CSR initiatives including education & skill development, health, eradication of poverty and promotion of cultural heritage. The company has adopted two schools near Adibatla and Nadargul to enhance the infrastructural facilities

MTAR believes that equitable and inclusive growth is essential for the growth of any economy. Hence, the company strives to create a positive impact on the society through its various CSR initiatives. Specifically the company looks forward to contribute to education & skill development to groom the young talent for building tomorrow's India.

Our Governance Commitment

Our governance component ensures ethical and anti-corruption practices, compliance, transparency, and commitment to shareholder and voter rights

Board of directors

Board of Directors at MTAR, our strategic direction is influenced by our Board of Directors, who comprise of professionals and technologists of standing. Of our ten Directors, five are independent including two technologists from Civil Nuclear, Space and Defence sectors.

We have passed a resolution to reappoint our Independent directors for a five year term. and rest of the directors are appointed on rotation basis. Appointment and removal of directors is under board's purview as per the Companies Act, 2013



Investors

The Company organises quarterly earnings call and provides a broad annual revenue guidance. We regularly interact with analyst community and maintain transparency with them about our ongoing business

Executive Compensation

Remuneration to directors, key management personnel and senior management including fixed and incentive pay is determined by NRC committee, which ensures the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate senior executives of the quality required to run the Company successfully

Code of conduct

The Code of Conduct of the Company enshrines policies relating to ethics, bribery and corruption. The policy covers our employees and all stakeholders including board of directors, our wholly owned subsidiary, suppliers, contractors and business partners. The company regularly organises code of conduct training to all the stakeholders

Dividend policy

As per our current approved dividend policy not exceeding 35% of the annual standalone net profits of the Company (Profit After Tax) can be given at any point of time

Cyber Security

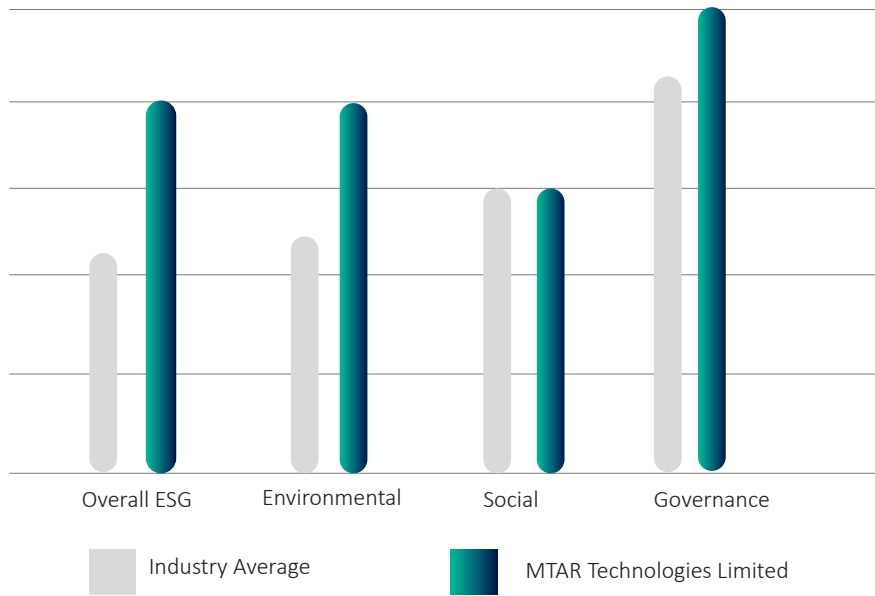
The Code of Conduct of the Company enshrines policies relating to ethics, bribery and corruption. The policy covers our employees and all stakeholders including board of directors, our wholly owned subsidiary, suppliers, contractors and business partners. The company regularly trainin

ESG Rating

MTAR has been rated as 2- "good" on a 5 rating scale by Dun & Bradstreet (D&B) for the company's practices on environmental, social and governance aspects

1 - Very Good

5 - Very Poor



ESG rankings compared to companies in similar industry according to Sustainable Industry Classification System[®]

Environmental Ranking



Environmental Ranking



Social Ranking

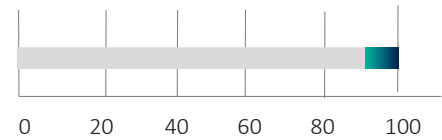


Governance Ranking

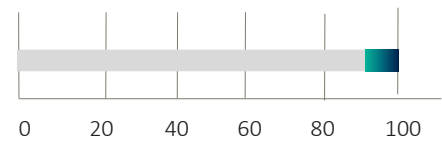


Peer Percentile

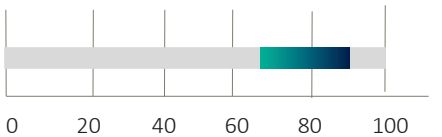
91 to 100



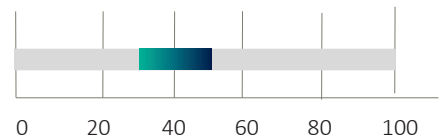
91 to 100



71 to 90



31 to 50



SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Company	L72200TG1999PLC032836
2	Name of the Company	MTAR TECHNOLOGIES LIMITED
3	Year of Incorporation	1999
4	Registered Office Address	18, Technocrats Industrial Estate, Balanagar , Hyderabad, Telangana-500037
5	Corporate Office Address	18, Technocrats Industrial Estate, Balanagar , Hyderabad, Telangana-500037
6	E-Mail	info@mtar.in
7	Telephone	040 4455 3333
8	Website	www.mtar.in
9	Financial Year for which Reporting is being done	2022-2023
10	Name of the Stock Exchange(s) where shares are listed	a. National Stock Exchange of India Limited (NSE) b. BSE Limited (BSE)
11	Paid-up Capital	Rs. 30.759 Cr
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. Shubham Sunil Bagadia email address: shubham.bagadia@mtar.in Contact No: 040-44553333/23078312
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).	Disclosures made in this report are on a standalone basis and pertain only to the Company

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and precision Engineering	The Company offers products and customized precision engineering solutions and caters to customers in strategic sectors including Civil Nuclear Power, Space & Defence and Clean energy. The company is a one stop solution for all manufacturing processes such as advanced machining, specialized fabrication, assembly and testing, surface treatment and special processes	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture and Machining of high precision for aerospace, aircraft, spacecraft components.	30305	21.5%
2	Manufacture of generators/generating sets for clean energy using hydrogen fuel cell technology	31101	78.5%

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	0	7
International	0	0	0

17. Markets served by the entity:**a. Number of Locations**

Locations	Number
National (No. of States)	12
International (No. of Countries)	2

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

78.50%

c. A brief on types of customers

The Company's business is manufacturing of mission critical precision components for aerospace, space, defence, clean energy and civil nuclear sectors. Some of its major clients include Indian Civilian Nuclear Power Program, Indian Space Program, Indian and Global Defence industry as well as Global Clean Energy sectors.

IV. EMPLOYEES**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	555	532	95.8%	23	4%
2	Other than Permanent (E)	51	50	98%	1	2%
3	Total employees (D + E)	606	582	96%	24	4%

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

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

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	Energy Management	Opportunity	Processes and Systems are in place to ensure maximum energy efficiency	The company has installed solar panels for power generation and extensively uses LED lighting for efficient energy management	Positive Implication The company believes that the cost incurred during this process will help us in the future to reduce the day to day energy costs
2	Majority business is in Clean Energy Sector	Opportunity	With increasing focus on global climate challenges resulting in a shift towards cleaner /renewable sources of energy, this provides us an opportunity to contribute towards the global climate effort while securing an early mover advantage in the domain.	This being an emerging field on a global scale, no risk to the business is anticipated. Further, the company continues to be a strategic partner to its other existing as well as new customers in the fields of aerospace, civil nuclear power and heavy fabrication.	Positive Implication Apart from very healthy contributions to the company’s revenues on an increasing trend, this has established us as one of the very few players in this field. Our clean energy business also contributes towards our ESG goals in terms of positively impacting global climate change.
3	Workplace health and Safety	Opportunity	Prevention of work-related Injuries, Health of the employees has a great deal of importance	Provision of safety shoes, goggles and PPE kits to applicable employees. Availability of medical assistance at all times.	Positive Implication Employee safety helps in improving performance of employees Providing a safe environment to minimize any accidents and compensation pays.

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	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their 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
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Policy and management processes

1	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, it is covered under The code of conduct	EOHS policy addresses product life cycle sustainability	EOHS, Code of Conduct, Human Rights Policies address Employee wellbeing	EOHS, Community Grievance, and Code of Conduct address stakeholder engagement	Yes	Yes	NA	Yes	EOHS, Code of Conduct, Quality, and Energy Conservation
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	https://mtar.in/investor-relations/corporate-governance/policies-related-documents/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company has qualified for various management and quality standards such as <ul style="list-style-type: none"> •AS9100D •ISO 9001:2015 •ISO 45001:2018 •ISO/IEC 27001 : 2013 •ISO 14001:2015 •NADCAP 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5 Specific commitments, goals and targets set by the entity with defined timelines, if any	The company has taken up targets internally across all the cross-functional teams to reduce energy consumption, use of raw materials, have zero accidents, increase diversity and inclusion, taking up more community development activities and embedding ESG values into all the business segments.								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company has installed solar power capacity for reducing energy consumption. As an ongoing practice there is constant endeavour to reduce the consumption of raw materials which is advantageous economically and sometimes a technical requirement as well. The company is an equal opportunity employer and does not discriminate based on gender, religion, region, caste or sexual orientation in its recruitment or internal evaluations. We seek to enhance diversity by encouraging a cosmopolitan all-inclusive workforce and have increased the number of female employees.								
Governance, leadership and oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer "Message from Managing Director"								
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Pusparaj Satpathy / pusparaj.satpathy@mtar.in/040-44553333/23078312								
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's BR policies are implemented by the Managing Director of the company. The CSR Committee and the Risk Management Committee evaluate sustainability related issues, from time to time.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies of the company are approved and reviewed periodically by the board on need basis. During the review process effectiveness is evaluated and the new trends in markets are considered based on which amendments are made as may be necessary.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable from time to time.																	

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	Yes Assessed by Dun & Bradstreet																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

PRINCIPLE 1

BUSINESS SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness
Board of Directors	1	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	100 %
Key Managerial Personnel	2	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	100 %
Employees other than BoD and KMPs	4	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	75%
Workers	4	Code of Conduct, Whistle-blower Policy of the Company, Human Rights Policies of the Company, Safety and sustainability training	75 %

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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding Fee			Nil		
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment			Nil		
Punishment			Nil		

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

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

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.

Although MTAR does not have a detailed anti-corruption or anti-bribery policy, the code of conduct and ethics policy compels the employees to be ethical transparent and accountable, the whistle-blower policy enables the employees and external Stakeholders to eliminate malpractices such as bribery and Corruption these policies are applicable to all Directors, KMPs, employees, workers.

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-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY-23 (Current Financial Year)		FY-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	1.Compliance & Ethics 2.Human rights 3.Safety & Sustainability	70%

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.

Yes, the Company's Code of Conduct requires the members of board, and employees to avoid circumstances where their personal interests could conflict with the interests of the Company. The Directors of the Company are required to disclose to the Board, on an annual basis, whether they, directly or indirectly or on behalf of third parties, have material interest in any transaction or matter directly affecting the Company.

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.:

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	1.40%	11.24%	The investment has been towards various sustainability projects such as installation of solar plant , occupational health & safety improvement programmes, in-house machine manufacturing to reduce import of machinery, in-house development of erstwhile imported components for import substitution etc

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

Yes

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

The company has consistently focussed on feasible sustainable sourcing and ensured that more than 95% of the raw materials, unrefined components and finished goods are shipped through sea, limiting air shipments to reduce emissions. Our supply chain team practices volume consolidation by assessing lead times, minimum order quantities and import multiple raw material in a solitary shipment ideally by sea. We attempt to reuse transportation containers for up to 5 to 10 shipments to limit the consumption of resources.

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

We dispose most of our waste which comes in the form of metal shavings and machining scrap to vendors who then re-melt the same for re-use, thereby leading to conservation of natural resources. Also, our products are transported in biodegradable plywood containers that are re-usable

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.

EPR isn't applicable to the company as we do not manufacture any consumer products, there is no specific plastic, electrical and electronic item produced where EPR is pertinent under E-waste Management.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
No. The company has not led any sort of Life Cycle Assessments for products.					

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternal benefits		Day Care Facilities	
		Number (B)	% B/A	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent employees											
Male	50	-	-	-	-	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-	-
Total	51	-	-	-	-	-	-	-	-	-	-

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternal 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	515	515	100	515	100	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
Total	515	515	100	515	100	-	-	-	-	-	-
Other than Permanent workers											
Male	432	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	432	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	100%	Y	100%	100%	Y
Gratuity	84%	46%	Y	90%	64.5%	Y
ESI	32%	38%	Y	10.75%	23.0%	Y
Others please specify	-	-	-	-	-	-

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, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers. Such arrangements include easily accessible offices, entrances, doors and availability of ramps and elevators etc.

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 code of conduct provides guidelines for ensuring fairness and acting against discrimination on the basis of disability, race, gender, religion, region, age, or any other factors.

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

Gender	Permanent employees		Permanent employees	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	None availed during the period.	None availed during the period.	NA	NA
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes Grievance redressal mechanism is available to all employees as well as stakeholders with procedure for raising of grievances /complaints as well as their escalation and redressal. The same is detailed in the Code of Conduct of the Company.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY-23(Current Financial Year)			FY-22(Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B /A)	Total employees / workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	555	0	0%	448	0	0%
Male	532	0	0%	435	0	0%
Female	23	0	0%	13	0	0%
Total Permanent Workers	515	515	100%	536	536	100%
Male	515	515	100%	536	536	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY-23(Current Financial Year)					FY-22(Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	532	404	76 %	345	65 %	435	391	90 %	174	40%
Female	23	23	100 %	15	67 %	13	13	100 %	7	54%
Total	555	427	77 %	360	65 %	448	404	90 %	181	40%
Workers										
Male	947	852	90%	492	52 %	831	748	90%	208	25%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	947	852	90%	492	52%	831	748	90%	208	25%

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

Category	FY-23(Current Financial Year)			FY-22(Previous Financial Year)		
	Total (A)	No. (B)	% (B /A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	582	384	66 %	435	274	63%
Female	24	12	50 %	13	6	46%
Total	606	396	65 %	448	280	62.5%
Workers						
Male	947	947	100%	831	831	100%
Female	0	0	0	0	0	0
Total	947	947	100%	831	831	100%

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, occupational health and safety management system has been implemented and the company is certified for ISO 45001:2018

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

The Company has risk management process in place which has five steps-Identification, Assessment, Mitigation, Monitoring and Reporting All the stakeholders involved participate in the risk assessment, after the analysis plans are drawn, documented and implemented along the timelines.

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

Yes, the Company has processes for workers to report work related hazards for mitigating such risks

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

Yes, The Workers of the company have access to non-occupational medical and healthcare services and are also covered under Group Medical as well as Accident Insurance Policies by the Company.

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

Safety Incident/Number	Category	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	3.28	5.21
Total recordable work related injuries	Employees	0	0
	Workers	11	15
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Management is strongly committed towards EHS by having risk management process in place to identify hazards and act towards minimising risk. The risk management process has five steps-Identification, Assessment, Mitigation, Monitoring and Reporting. All the stakeholders involved participate in the risk assessment as well as implementation of mitigation measures.

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

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

14. Assessments for the year:

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

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

All the safety related incidents are investigated properly as per the defined process. Appropriate corrective as well as preventive actions in line with our EHS standards are designed and implemented after Root Cause analysis is done.

LEADERSHIP INDICATORS

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

Employees	No
Workers	Yes

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

The Company ensures that all relevant clauses relating to statutory compliance are met. These are a standard feature in our contracts / orders and bills are processed subject to compliance requirements being met.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable	
	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. 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)

The Company provides transition assistance programmes to facilitate continued employability and the management of careers till retirement.

5. 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	Assessment of value chain partners on the aspects of health and safety and workplace conditions is currently not in practice.
Working Conditions	

6. 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.

All the safety related incidents are investigated properly as per the defined process. Appropriate corrective and preventive action plans are designed and implemented.

Health & Safety

- Adequate provision of First aid boxes, fire prevention & control equipment and engineering control are put in place to maintain a safe working atmosphere.
- Providing appropriate PPE to all the employees and ensuring proper usage along with requisite training and awareness campaigns.

Working Conditions

- Employees getting paid with legal minimum wages
- Providing benefits like PF, ESI, Gratuity and Bonus etc to eligible employees

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.

Any individual or group of individuals that enhance the value of the company, influence operations and activities in the company, regulate the market, directly or indirectly while being committed to ESG regulations and aiding in local area advancements are considered as stakeholders. To accomplish compelling stakeholder engagement, we conduct tenacious evaluations and connect with them on calls one on one to gauge their perspectives and limit risks, develop validity and gain their trust.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	N	Email, Notice boards, Intranet	Regularly	MD/CEO communications, Communication and Training Sessions with Unit Heads Training Programs, employee centric initiatives.
Community	N	Interviews, Answering queries. E-Mails Website	Need based	We contribute on an on-going basis to community initiatives like child-care, health and education through our partners like St Jude India Child care centres, Sri Satya Sai Annapoorna Trust, Parampara Foundation, Learning space foundation, Grace Foundation, Abhayajyothi Society for Empowerment of People, distributing sanitary napkins for under privileged women. In addition, we recruit apprentices from college and train them on various manufacturing technologies and we carry out relationship building programs through colleges.
Suppliers	N	Email	Regularly	Queries and grievance redressal and supply chain management meetings with Head SCM.
Investors or external channels	N	Email, Website, Newspaper	Regularly	Monthly board MIS prior to listing, E-mail Communications, Annual reports, Analyst meets post listing, official news releases and presentations.
Shareholders	N	Email, Website, Newspaper	Quarterly	Dividend Updates and performance progress of the entity

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.

Quarterly performance updates and reviews are conducted by the respective committees on these topics and consolidated performance report and outcome are presented in the board meeting on quarterly basis. The company is conducts regular stakeholder engagement exercises from time to time. As per the respective concern, the various committees of the Board meet periodically to review the progress of the company in respective areas.

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. Materiality assessment and stakeholder inputs are taken forward to identify material topics of concern on ESG topics. Based on the significance of these concerns, strategy development, policy formulation and monitoring mechanisms are developed and implemented.

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

We contribute on an on-going basis to community initiatives like childcare, health and education through our partners like St Jude India Child care centres, Sri Satya Sai Annapoorna Trust, Parampara Foundation, Learning space foundation ,Grace Foundation, Abhayajyothi Society for Empowerment of People, distributing sanitary napkins for under privileged women. In addition, we recruit apprentices from college and train them on various manufacturing technologies and we carry out relationship building programs through colleges.

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-23(Current Financial Year)			FY-22(Previous Financial Year)		
	Total (A)	No. of employees /workers covered (B)	% (B /A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	555	416	75%	448	336	75%
Other than permanent	51	36	72%	45	32	72%
Total Employees	606	452	75%	493	368	75%
Workers						
Permanent	515	443	86%	536	428	80%
Other than permanent	432	341	79%	295	221	75%
Total Workers	947	784	82%	831	649	78%

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

Category	FY-23(Current Financial Year)					FY-22(Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	532	532	100%	532	100%	435	435	100%	435	100%
Female	23	23	100%	23	100%	13	13	100%	13	100%
Other than Permanent										
Male	51	51	100%	51	100%	45	45	100%	45	100%
Female	1	1	100%	1	100%	0	0	100%	0	100%
Workers										
Permanent										
Male	515	515	100%	515	100%	536	536	100%	536	100%
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent										
Male	432	432	100%	432	100%	295	295	100%	295	100%
Female	-	-	-	-	-	-	-	-	-	-

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)	8#	26,10,000.00	1*	24,70,000.00
Key Managerial Personnel	2##	89,80,000.00	0	0
Employees other than BoD and KMP	578	36,800.00	24	32,350.00
Workers	947	24,794	0	0

Includes Managing Director and Executive director and Independent directors

Includes Chief Financial Officer and Company Secretary

* Only one Female Director- Total remuneration paid is considered

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 Managing Director of the Company addresses all human rights impacts of the business.

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

All grievances received are recorded, duly analysed, investigated and suitable actions as appropriate are taken to resolve them.

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

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

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

The Company has policies in place such as Prevention of Sexual Harassment Policy, Code of Conduct which require employees to behave responsibly in their action and conduct. The Whistle Blower policy allows the employees to report incidents which are unethical or discriminatory. The Company also has an Internal Complaints Committee for the protection of women at workplace.

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

Adherence to required compliance including child labour, forced labour and human rights form a part of the Company’s business agreements and contracts.

9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 %.
Forced/involuntary labour	
Sexual harassment	The Company has Policies in place to address these issues and their implementation is directed towards adherence to applicable laws and upholding the spirit of a fair, safe and equitable workplace.
Discrimination at 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 significant risks / concerns.

LEADERSHIP INDICATORS**1. Details of a business process being modified / introduced as a result of addressing human rights grievances /complaints.**

No complaints have been received for human rights violation.

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

The organization adheres to the standards and approaches laid out for the employees, workers and associates, which are extended across the value chain partners representatives. All the concerned entities adhere to the ethical conduct of business.

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?

Most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers. Such arrangements include easily accessible offices, entrances, doors and availability of ramps and elevators etc.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	Currently this is not under assessment.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

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	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Total electricity consumption (A)	42,696.24 Gigajoules	35,732.40 Gigajoules
Total fuel consumption (B)	897.17 Gigajoules	985.34 Gigajoules
Energy consumption through other sources (C)	3529.99 Gigajoules	3558.78 Gigajoules
Total energy consumption (A+B+C)	47,123.40 Gigajoules	40,276.52 Gigajoules
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	82.13 (Gigajoules/INR crores)	125.07 (Gigajoules/INR crores)
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. **(N)**

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. The Company is not identified as designated consumer under the Performance Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(I) Surface water	12,960	8,546
(ii) Groundwater	41,786	40,636
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	54,745.60	50,182
Total volume of water consumption (in kilolitres)	54,745.60	50,182
Water intensity per rupee of turnover (Water consumed / turnover)	0.01019 L per rupee of turnover	0.01558 L per rupee of turnover
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

The company implements water conservation through reduce, reuse, recharge and recycle approach, enabling the Company to implement ZLD at its locations.

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

Parameter	Please specify unit	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
NOx	MT	The air emission sources are mainly from generators and manufacturing machines which are monitored by the entity and submitted for validation to the Telangana State Pollution Control Board annually in Form-5. All emissions are well within the limits as prescribed by the TSPCB.	
SOx	MT		
Particulate matter (PM)	MT		
Persistent organic pollutants (POP)	MT		
Volatile organic compounds (VOC)	MT		
Hazardous air pollutants (HAP)	MT		
Others-Please specify	MT		

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. Assessed by Telangana State Pollution Control Board.

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

Parameter	Unit	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Tonnes of CO ₂ equivalent	454	362
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Tonnes of CO ₂ equivalent	5656	4733
Total Scope 1 and Scope 2 emissions per rupee of turnover	Tonnes of CO ₂ /Crore INR	10.64	15.82
Total Scope 1 and Scope 2 emission intensity (optional)-the relevant metric may be selected by the entity	-	-	-

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

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

Some of our products and their development are our major contribution towards clean technology thereby contributing to reduction in global carbon footprint and greenhouse emissions. As part of our green initiative as well as thrust towards renewable energy, we have set up solar rooftop panels across the units for captive power generation and switched over to LED lights.

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

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	Chemical Liquid waste-638Tonnes	Chemical Liquid waste-579 Tonnes
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. By materials relevant to the sector)	Scrap Waste- 833 Tonnes	Scrap Waste-528 Tonnes
Total (A+B + C + D + E + F + G+H)	1472 Tonnes	1107 Tonnes

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	833 Tonnes	528 Tonnes
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	833 Tonnes	528 Tonnes
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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. **(N)**

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

We dispose most of our waste which comes in the form of metal shavings and machining scrap to vendors who then re-melt the same for re-use, thereby leading to conservation of natural resources. Also, our products are transported in biodegradable plywood cartons that are re-usable.

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

S. No.	Location of Operations/ Offices	Type of Operations	Whether the conditions of environmental approval/ clearance are being complied with? If no, the reasons thereof and corrective action taken, if any.
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 (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
No environmental impact assessments were required based on applicable law.					

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

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
1	All the units under the entity are in compliance with the applicable environmental laws/regulations and guidelines as per the national and state level mandates.			

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	5696.83 Gigajoules	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	5696.83 Gigajoules	0
From non-renewable sources		
Total electricity consumption (D)	42,696.24 Gigajoules	35,732.40 Gigajoules
Total fuel consumption (E)	897.17 Gigajoules	985.34 Gigajoules
Energy consumption through other sources (F)	3529.99 Gigajoules	3558.78 Gigajoules
Total energy consumed from non-renewable sources(D+E+F)	47,123.40 Gigajoules	40276.52 Gigajoules

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. **(N)**

2. Provide the following details related to water discharged:

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment		
(ii) To Groundwater		
No Treatment	0	0
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment		
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

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

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment-please specify level of treatment		
Total water discharged (in kilolitres)	NA	NA

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

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

Parameter	Unit	FY-23 (Current Financial Year)	FY-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂	1614.39	710
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent/ Crores INR	2.81	2.20
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Not Applicable

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

Sr. No.	Initiative Undertaken	Details of the initiative (Web link, if any, may be provided along-with summary)	Outcome of the initiative
Please refer to Question 7 of Essential Indicators under Principle 6			

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

The Company has emergency preparedness plans in place to deal with any sort of emergency situations, hazards & risks, including the provision for first aid. Relevant information and Basic training related to emergency preparedness and response is provided to the employees where the duties and responsibilities of various entities are communicated. In case of occurrence of any unfortunate incident in the plant, proper analysis is carried out and appropriate preventive measures are initiated to avoid recurrence in future.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant adverse impact reported from any value chain partners.

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

As of now, the Company does not have any formal assessment mechanism to monitor the environmental impact of value chain partners' activities. However The code of conduct and ethics policy is applicable to all the business partners which urges one to align their goals with that of the socio-environment regulations.

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.

3

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	Confederation of Indian Industry	National
2	Society of Indian Defence Manufacturer	National
3	The Federation of Telangana Chambers of Commerce and Industry	State
4	Export Promotion Council	National

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

Name of the authority	Brief of the case	Corrective action taken
The company has not engaged in any anti-competitive conduct		

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
1	Nil	Nil	Nil	Nil	Nil

PRINCIPLE 8

BUSINESS 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	S/A Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
None of the projects undertaken by the Company in FY 2022-23 required Social Impact Assessments (SIA).					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA	NA	NA	NA	NA	NA	NA

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

A Grievance redressal policy for the community is in place, including mechanisms and procedure for raising of grievances /complaints as well as their escalation and redressal in line with the Code of Conduct of the Company.

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

	FY -23 Current Financial Year	FY-22 Previous Financial Year
Directly sourced from MSMEs/ small producer	Nil	Nil
Sourced directly from within the district and neighbouring districts	Nil	Nil

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):

Date 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)
1	Telangana	Hyderabad	1.17 Cr

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

No. Ours being a highly technical domain dealing with a niche clientele, the suppliers are often limited to those who are qualified by the customer.

(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
1	The Company does not derive any benefits from intellectual properties owned or acquired based on traditional knowledge			

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

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Donation to Local Orphanages/NGO's	5000	100 % of the projects undertaken serve beneficiaries who are from the under privileged, backward, vulnerable and marginalised sections of society.

PRINCIPLE 9

BUSINESS 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.

Consumers/Public are furnished with various choices to interface with the Organization through email, phone, and site. The Company has a committed personnel to respond to their queries and receive feedback in order to improve its services

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as the Company has a wide range of product across different segments
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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.

The Company is certified for ISO/IEC 27001 : 2013 for Information Security and has a policy in place to provide the framework for cyber security.

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.

None

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

The Company's business offerings can be found on the website- <https://mtar.in/business-segments/>

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

All Business segments of the Company comply with the regulations and relevant voluntary codes concerning the communications and pitch designed for the consumers. The Company's communications are aimed to enable the customers to make informed purchase decisions.

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

The company works on make to order system, however the Company has necessary mechanisms in place to inform consumers if any major discontinuation happens

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 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 year

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

NIL

