



## ANNEXURE V – to the Directors’ Report:

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L51102TN1946PLC001473
2.	Name of the Listed Entity	MM Forgings Limited
3.	Year of incorporation	1946
4.	Registered office address	“SVK Towers” A 24/25, Thiru Vi Ka Industrial Estate, Guindy, Chennai - 600032
5.	Corporate address	“SVK Towers” A 24/25, Thiru Vi Ka Industrial Estate, Guindy, Chennai - 600032
6.	E-mail	corporate@mmforgings.com
7.	Telephone	+91-44-71601000
8.	Website	www.mmforgings.com
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange National Stock Exchange
11.	Paid-up Capital	₹ 24,14,08,000 (24140800 shares of ₹10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Name: Chandrasekar S Telephone: +91-44-71601000 Email address: <a href="mailto:corporate@mmforgings.com">corporate@mmforgings.com</a>
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)	The disclosures under this report are made on standalone basis.

##### 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	Metal and Metal Products	92.05%



**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	Metal Forgings	25910	92.05%

**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	10*	1	11
International	0	0	0

\* Includes Windfarm and solar sites

**17. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of states)	36
International (No. of countries)	15
b. What is the contribution of exports as a % of the total turnover of the entity?	37.3%
c. A Brief on types of Customers	<p>Company is a leading world class manufacturer of metal forgings, with pan India presence, serving various industrial segments including commercial vehicles, passenger cars, off-highway vehicles, value/oilfield, agriculture and engineering components.</p> <p>Some of MMF's largest customers are major Commercial Vehicle (CV), Passenger Vehicle (PV), global Tier1s to these, tractor OEs, and many others.</p>



#### 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1216	1199	98.60%	17	1.40%
2.	Other than Permanent (E)	646	537	83.12%	109	16.87%
3.	Total Employees (D+E)	1862	1736	93.23%	1026	6.77%
<b>WORKERS</b>						
4.	Permanent (F)	838	828	98.81%	10	1.19%
5.	Other than Permanent (G)	1265	1158	91.54%	107	8.46%
6.	Total Workers (F+G)	2103	1986	94.44%	117	5.56%

##### b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total Employees (D+E)	-	-	-	-	-
<b>WORKERS</b>						
4.	Permanent (F)	2	2	100%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total Workers (F+G)	2	2	100%	-	-

##### 19. Participation / Inclusion / Representation of women:

Particulars	Total (A)	No. and % of females	
		No (B)	% (B/A)
Board of Directors	10	2	20.00%
Key Managerial Personnel*	4	-	-

\* Key Managerial Personnel is as per section 2(51) of the Companies Act, 2013



## 20. Turnover rate for permanent employees and workers:

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.00	2.79	5.79	3.06	-	3.06	3.04	-	3.04
Permanent Workers	7.00	6.51	13.51	7.14	-	7.14	7.09	-	7.09

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

### 21. a. Name of the holding / subsidiary / associate companies / joint ventures (A)

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	D V S Industries Private Limited	Wholly-owned Subsidiary	100%	No
2	Suvarchas Vidyut Private Limited	Wholly-owned Subsidiary	100%	No
3	Abhinava Rizel Private Limited	Subsidiary	88%	No

\*Vide order dated 03 June 2024, NCLT has approved the scheme of amalgamation of Cafoma Autoparts Private Limited with the Company. The appointed date of Merger is 01 April 2023 and the effective date of Merger is 27 May 2024.

## VI. CSR Details:

### 22. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

- Turnover: ₹ 1,511.14 Crores
- Net worth: ₹ 816.33 Crores
- CSR Spend during FY 2023-24 – ₹243.52 lakhs

## VII. Transparency and Disclosures Compliance:

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

Stakeholder group from whom complaint is Received	Grievance Redressal Mechanisms in Place (Yes/No)  (If yes, then provide web-link for grievance redressal policy)	Financial Year 2023-24			Financial Year 2022-23		
		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		Nil	Nil	-	Nil	Nil	-
Investors (Others than shareholders)	Yes	NA	NA	The Company doesn't have investors other than its shareholders	NA	NA	The Company doesn't have investors other than its shareholders
Shareholders	Whistle Blower Policy and Employee grievance policy are available in the link  <a href="https://www.mmforgings.com/Investors/policies">https://www.mmforgings.com/Investors/policies</a>	4	Nil	-	1	Nil	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		171	21	Corrective Action procedure is documented and compliance is monitored with the objective of recurrence prevention.	43	4	Corrective Action procedure is documented and compliance is monitored with the objective of recurrence prevention.
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Others (please specify)		Nil	Nil	-	Nil	Nil	-



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

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate / positive / negative implications)
1	Health, safety and Environment	Risk and opportunity	<p><b>Risk:</b> Health and Safety is a critical aspect for ensuing employee welfare. Non-compliance with appropriate safety standards can attract high frequency of health and safety incidents;</p> <p><b>Opportunity:</b> A robust EHS management system with appropriate hazard identification, mitigation plan and root cause analysis will showcase Company's commitment towards employee safety, increased productivity and motivation.</p>	<ul style="list-style-type: none"> <li>• Implementation of company-wide robust EHS management system ensuring zero harm to life;</li> <li>• Providing training to all the employees and workers on safe working practices;</li> <li>• Ensuring periodic inspection and audit;</li> <li>• Investigation of each reported case and preparation of remedial action.</li> </ul>	Incidents of occupational health and safety management system may cause loss in man-days and further impact productivity of operations. It can also demoralize workers which can reduce motivation and productivity.
2	Climate change	Risk / Opportunity	<p><b>Risk:</b> Increase in cost of operations and possible reduction in demand due to market conditions;</p> <p><b>Opportunity:</b> Actively seeking new products, new customers to bring in new business and focus on diversification strategy.</p>	<ul style="list-style-type: none"> <li>• Various cost control initiatives were taken to mitigate the operational cost risk;</li> <li>• Concentrating on development of new products to bring in new business.</li> <li>• Focusing on diversification strategy in order to capitalize on the increasing demand</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in material and operational cost - negative impact in the financials;</li> <li>• Identifying and developing the new product will boost up the business and thereby increasing the turnover – positive impact.</li> </ul>



3	Supply Chain Disruptions	Risk	Disruptions in the supply chain, including logistics, transportation and warehousing, could affect the Company's ability to deliver products to customers.	<ul style="list-style-type: none"> <li>• Various measures are undertaken by the Company to enhance its supply chain resilience, including multi-sourcing of raw materials, improving warehouse management and leveraging technology to optimize logistics operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in material and operational cost and reduction in production and sales—negative impact in the financials.</li> </ul>
4	Disaster Recovery	Risk	Business interruption due to natural calamities like earthquakes, cyclones, floods, lockdowns etc.,	<ul style="list-style-type: none"> <li>• Adequate protection plan against calamities including appropriate insurance were taken.</li> </ul>	<ul style="list-style-type: none"> <li>• Disruption to business operations if any will have negative impact on the financials.</li> </ul>
5	Information Systems, Data protection and Customer Privacy	Risk	<p>Risk of confidential data leakage.</p> <p>Cyber security poses risks of financial losses and reputation damage. Emphasizing cybersecurity ensures data protection, customer trust and regulatory compliance.</p>	<ul style="list-style-type: none"> <li>• All privileged system access is reviewed periodically and data leakage prevention system are implemented.;</li> <li>• Restricted data access control and data encryption to monitor the work activities implemented.</li> <li>• Internal audits is being conducted regularly to ensure compliance with the Privacy Policy and to uphold the highest standards of data protection.</li> </ul>	<ul style="list-style-type: none"> <li>• Impacts the Brand reputation in the industry</li> </ul>



6	Human Resources development- Training and Education	Opportunity	Fostering a culture which integrates diversity, inclusion, employee well-being and training and development will attract and retain employees. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury.	<ul style="list-style-type: none"> <li>• Creating bench and identifying next rung of leaders.;</li> <li>• Providing a need based and innovative range of training courses.</li> </ul>	Positive impact
7	Waste Management	Risk	Poor waste management can lead to non-compliance with legal requirements for waste disposal.	<ul style="list-style-type: none"> <li>• Implementation of robust waste management system incorporating initiatives that ensure hazardous waste management and responsible disposals.</li> </ul>	Non-compliance with regulatory norms on waste management can lead to fines and penalties.
8	Social Impact	Opportunity	Aligning CSR activities with the needs of the community can create a positive impact which can unlock goodwill and social license to operate.	<ul style="list-style-type: none"> <li>• The Company has undertaken several CSR initiatives for overall development of the community in the field of promoting education, preventive healthcare and environmental sustainability.</li> </ul>	Community upliftment is a critical aspect for elevating brand value which in turn can increase the demand of Company's product





## 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. The Company's policies are in line with the National Voluntary Guidelines on Social, Environment and Economic Responsibilities of Business (NVGs) which provides for the following Nine areas of Business Responsibility to be adopted by the organizations:

Principle 1	Ethics, Transparency and Accountability	Principle 6	Environment
Principle 2	Products Sustainability and safety	Principle 7	Public Policy
Principle 3	Employees' Well being	Principle 8	Inclusive Growth and equitable development
Principle 4	Stakeholder Engagement	Principle 9	Customer Relations
Principle 5	Human Rights		

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	Policies on Whistle blower, Nomination and Remuneration CSR, HR, Insider Trading, Related Party etc., are available on Company's website: <a href="https://www.mmforgings.com/Investors/policies">https://www.mmforgings.com/Investors/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name the national and international codes / certifications/ labels/ standards	Our manufacturing facilities are certified to ISO 9001:2015, IATF 16949:2016 and forging facilities at Singampunari & Viralimalai are certified as "Well Known Forge" by Central Boilers Board in accordance with Indian Boiler Regulations (IBR).								
5. Specific commitments, goals, targets set by the entity with defined timelines, if any.	Implementation of Integrated Management System comprising ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health & Safety Management System) by the end of F26.								



6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	The Company is on the target to achieve the specific commitments, goals.
<b>Governance, leadership and oversight</b>	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )	<p>Dear Stakeholders,</p> <p>I am delighted to present our Business Responsibility and Sustainability Report (BRSR) for the FY24. As we strive to maintain commanding position in the industry, we prioritize sustainability, operational resilience and organizational agility as part of its goal to rejuvenate the Company for the next phase of development. We stay committed in our mission to create a positive future to all. We believe that sound principles of governance are a necessary tool for creating long-term value for all our stakeholders and promoting sustainability.</p> <p>The most critical challenge the world has to address on priority is climate change and it needs global collaborated efforts to reverse the trend. India has a significant role to play in reducing the carbon intensity of the atmosphere and the country has committed to achieve the Net Zero emission target by 2070.</p> <p>Currently, we are in the process to give our Environment, Social and Governance (ESG) commitment a systematic structure in the form of sustainable practices, policies and targets. Such initiatives foster a culture of inclusion, diversity, ethical behaviour and an opportunity to reduce our environmental footprint. We remain steadfast in implementing the concepts and sustainability across our value chain as we expand our area of positive social effect and serve more markets. Through safe and high-quality material, we will continue to offer affordability and accessibility to transformational satisfying solutions.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Shri. Vidyashankar Krishnan  Chairman and Managing Director  DIN: 00081441  Phone: 044-71601000  Email: mdo@mmforgings.com</p>
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.	<p>Shri. Vidyashankar Krishnan  Chairman and Managing Director</p>



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

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	The policies are reviewed internally on a periodic basis.																	
Compliance with statutory Requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with all applicable statutory requirements.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through Internal Audit mechanism.							

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

Not applicable as all principles are covered by respective 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 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:**

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

**ESSENTIAL INDICATORS:**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% Of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel (KMP)	5	<p>Presentation on various division and Products of the Company for Independent Directors.</p> <p>Familiarisation programmes are carried out by way of exhaustive presentations on various topics including Directors' Independency, Risk Management, CSR, Whistle Blower Mechanism, Anti Money Laundering and Code of Conduct of the Company, interactions with institutional investors, etc.,</p>	100%
Employees other than Board of Directors or KMPs	All employees and workers undergo training programmes on a regular basis in the areas of skill upgradation, process orientation, Stress Management, Team building, 5S implementation, POSH, soft skill development and safety, benefits and rules of PF, Bonus and Gratuity, Sexual Harassment etc., These trainings are imparted both by the internal senior management as well as by external consultants.		100%
Workers			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  
No fines/penalties/punishment/award/compounding fees/settlement amount were paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions during the financial year.



3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or nonmonetary action has been appealed.  
Not applicable

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

Yes. MM Forgings Limited is committed to maintaining the highest ethical standards and vigorously enforces the integrity of its business practices wherever it operates throughout the world. The Company has an Anti-Corruption Compliance Policy which commands strict actions against anyone caught engaging in such unethical behaviour.

The Company also has Whistle-Blower Policy, Code of conduct for the Board and Senior Management and Code of Conduct for Employees and Vendors. The policies are available on the website of the Company at

<https://www.mmforgings.com/Investors/policies>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:  
No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, employees or workers for the charge of bribery or corruption.
6. Details of complaints with regard to conflict of interest:  
No complaints registered with regard to conflict of interest during the financial year.
7. Provide details of any corrective action taken or under way 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.

The Company is committed to conducting business in an ethical, fair, legally, socially and environmentally responsible manner. The Company encourages and educate its value chain partners by facilitating online / one-to-one sessions to create awareness on key areas like Human Rights, labour practices and sustainability.



Total no of awareness programmes held	Topics/principles covered in training	% Of value chain partners covered (by value of business done with such partners) under the awareness programmes
Multiple sessions (case-to-case basis)	The programs include providing training on processes and topics such as 5S, safety, product inspection, audit, quality management system and related topics.	All major and new customers / vendors.
7	Sustainability and corporate social responsibility	85%

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.
- The Board of Directors have approved policies and those policies and procedures are in place to avoid/ manage conflict of interests such as Code of Conduct for Directors and Senior Management, Policy on Related Party Transactions, Policy for determining Material Subsidiaries, Code of Conduct for prevention of insider trading, Policy for determining Materiality and Whistle Blower Policy. The Company undertakes training and awareness sessions on ethical business practices, including sessions to avoid or manage the instances of conflict of interests in an appropriate manner.

## 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.

Particulars	FY 2023-24	FY 2022-23
Research & Development	-	-
Capex	-	-

Details of improvements in environment and social projects:

Company is concentrating on CAPEX investments in specific technologies to improve environmental and social aspects.

- 2.1. Does the entity have procedures in place for sustainable sourcing? (Yes/No):
- Yes. The Company takes extreme caution in selecting the supplier after proper assessment and evaluation process. These includes supplier survey, continuous risk assessments and audits. Further, all new key material suppliers are required to fill in a detailed questionnaire prior to on boarding.



2.2. If yes, what % of inputs were sourced sustainably?

The Pan-India network of procurement of raw materials gives the company a sustainable edge in the long run. Majority of the Company's key material suppliers are determined based on customer's satisfaction and hence almost all the key material suppliers were sourced sustainably.

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.

The Company has the mechanism to recycle products.

- Company is sending 100 % forging flash to steel mills for recycling purpose;
- 100 % of treated industrial effluent for processing is reused;
- 50 % of recycled water from sewage treatment plant is used for maintenance of greenery in the plant;
- 100 % of hazardous waste is sent to authorized waste handler;
- Packing boxes are recycled;
- The E-Waste generated across the company is handled meticulously every quarter;
- Waste is constantly monitored and reduced.

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.

No

**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?

The organization has not conducted any Life Cycle Assessments (LCA).

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

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).

Not applicable.



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

Particulars	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastic	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	3.2T	-	-	3.7T

5. Reclaimed products and their packaging materials (as % of products sold) for each product 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. Details of measures for the well-being of employees:

Category	Total	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
<b>Permanent Employees</b>											
Male	1199	-	-	383	32%	-	-	-	-	-	-
Female	17	-	-	6	35%	-	-	-	-	-	-
<b>Total</b>	<b>1216</b>	-	-	<b>389</b>	<b>32%</b>	-	-	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	537	-	-	-	-	-	-	-	-	-	-
Female	109	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>646</b>	-	-	-	-	-	-	-	-	-	-

#### Details of measures for the well-being of Workers:

Category	Total	% of employees covered by									
		Health insurance*		Accident insurance*		Maternity benefits		Paternity Benefits		Day Care facilities	
<b>Permanent Workers</b>											
Male	828	-	-	-	-	-	-	-	-	-	-
Female	10	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>838</b>	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent Workers</b>											
Male	1158	-	-	-	-	-	-	-	-	-	-
Female	107	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1265</b>	-	-	-	-	-	-	-	-	-	-

\*Note: Company strictly advises all the employees and workers to take health insurance and Accident Insurance for self and their family.





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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employee	No. of workers covered as a % of total employees	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	23.90%	44.70%	Y	23.72%	47.85%	Y

## 3. Accessibility of workplaces:

- 3.1 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?  
Yes. The Company supports the needs of the Employees classified as Persons with Disabilities. The Company's office / factory units are designed keeping in mind accessibility of differently abled employees.

The premises / offices have been equipped with ramps, furniture, washrooms, lifts and handrails for stairwells to facilitate the movement of differently abled individuals.

- 3.2 If not, whether any steps are being taken by the entity in this regard: NA

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

Yes. MMF is an equal opportunity employer and has a Code of Conduct for its employees available at

<https://www.mmforgings.com/Investors/policies>

## 5. Details on return to work and retention rates of permanent employees and workers that took parental leave, in the following format:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	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.

MMF believes in ensuring strong connect with all its employees and addressing the issues in a timely manner through HR Help Desk and e-mail id for reporting POSH related complaints and strong whistle blower mechanism in place to address complaints or issues raised.

Permanent workers	Yes	Permanent workers can raise their grievances with the HR Department. A grievance-handling procedure is in place.
Other than permanent workers	Yes	Contract Workers can raise their grievances through their respective managers or Plant Heads. They can escalate the same, if not resolved, to the HR Department through their respective contractors.
Permanent Employees	Yes	Employee can share their concerns with their Department heads. If not resolved, they can escalate to HR department.
Other than permanent employees	Yes	Contract employees can directly approach the respective HODs and the same is addressed by the respective HODs. They can escalate the same, if not resolved, to the HR Department.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in the respective category (A)	No of Employees / Workers in the respective category who are part of association/ union (B)	% (B/A)	Total employees/workers in the respective category (C)	No of Employees / Workers in the respective category who are part of association/ union (D)	% (D/C)
<b>EMPLOYEES</b>						
Total Permanent Employees	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>WORKERS</b>						
Total Permanent workers	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil



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

The Company provides frequent Health Awareness Sessions for the employees & their family members as a health and safety/wellness measure.

Category	Total (A)	FY 2023-24				FY 2022-23				
		On health and safety/wellness measures		On skill upgradation		Total (D)	On health and safety/wellness measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Male	1736	992	57%	820	47%	1616	830	51%	725	45%
Female	126	39	31%	13	10%	11	1	9%	1	9%
<b>Total</b>	<b>1862</b>	<b>961</b>	<b>52%</b>	<b>834</b>	<b>45%</b>	<b>1627</b>	<b>831</b>	<b>51%</b>	<b>726</b>	<b>45%</b>
<b>WORKERS</b>										
Male	1986	621	31%	550	28%	1896	565	30%	575	30%
Female	117	24	21%	15	13%	200	16	8%	21	11%
<b>Total</b>	<b>2103</b>	<b>645</b>	<b>31%</b>	<b>565</b>	<b>27%</b>	<b>2096</b>	<b>581</b>	<b>28%</b>	<b>596</b>	<b>28%</b>

## 9. Details of performance and career development to employees and workers:

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	1736	1528	88%	1616	1497	92.63%
Female	126	120	95%	11	11	100%
<b>Total</b>	<b>1812</b>	<b>1648</b>	<b>89%</b>	<b>1627</b>	<b>1627</b>	<b>100%</b>
<b>WORKERS</b>						
Male	1986	1620	82%	1895	1624	85.70%
Female	117	102	87%	200	200	100%
<b>Total</b>	<b>2103</b>	<b>1722</b>	<b>82%</b>	<b>2095</b>	<b>1824</b>	<b>87.07%</b>

## 10. Health and safety management system:

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

Yes. The Company has a comprehensive Environment, Health and Safety (EHS) strategy in line with its vision and mission. The Company has robust EHS program which covers review of compliance in accordance with regulations, internal standards, labour practices, performance recognition initiatives, inspections and self-assessments, emergency response plan and channel of reporting. The EHS program covers entire organisation including corporate office and all plants. On health side, the Company mandates all employees and workers to have medical and Life insurance for their self and family.



10.2 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 implemented Risk assessment system for identifying workplace hazards, undertaking risk assessment, implementing necessary controls as per the level of risk and eliminating or minimizing the identified risks.

Internal audit team are conducting their process audit on a monthly basis and Risk reduction measures are implemented to prevent incidents (reduce likelihood of occurrence) or to control incidents (limit the extent and duration of a hazardous event) and to mitigate the adverse effects or consequence.

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

Yes. All employees / contractors are encouraged to report situations, behaviours and conditions that are perceived to be of risk or have hazardous elements. Such situation can be brought to notice through both formal and informal processes. Further, the internal audit team conducts monthly one-to-one meetings with unit heads and managers to understand work-related hazards and mitigate associated risks.

10.4 Do the employees/workers of the entity have access to non-occupational medical and health care services? (Y/N) – Yes

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	1
	Workers	1	3
No. of facilities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The goal is to minimize potential losses and enhance revenue through the efficient operation of a Health and Safety Management System. Company is committed to create and maintain a safe and healthy workplace in the organization and achieves this by:

- Developing and Implementing company-wide robust EHS management system ensuring zero harm to life;
- Providing training to all the employees and workers on safe working practices;
- Ensuring periodic inspection and audit;
- Investigation of each reported case and preparation of remedial action.



13. **Number of complaints on the following made by employees and workers:**  
No complaints were made by any employee or worker on the working conditions and/or health and safety practices of the Company.

14. **Assessments for the year:**

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

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

No actions were required as zero incidents were reported.

#### 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).?  
Yes. In the event of any unfortunate death of an employee, including workers, the company extends financial support to their family members. Company ensures to review every year on the adequacy of insurance taken by all the employees and workers.
- 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 the timely deduction and deposit of statutory dues by its value chain partners, through regular reconciliation and internal audit checks, to uphold business responsibility principles and promote transparency and accountability. Every month invoice from the value chain partners is processed upon production of documents evidencing remittance for the previous month. Internal HR Audits at Unit /work places are carried out to monitor compliances of all labour laws.
- 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:

Particulars	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
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)

Company provides future-oriented opportunities and the right environment for people to grow personally and contribute to the moulding of the future. Capacity building and training for skill upgradation are made available to employees. Complete settlement at the time of retirement or termination benefits in case of termination before retirement date are being provided to the employees.

5. Details on assessment of value chain partners:

Company ensure to enter into agreement with the Key Business partners wherein they are required to comply with all statutory regulations and obtain all permits, licenses and permissions etc., including payment of statutory liabilities of labours. The Company at periodical interval do audit check at the supplier’s place of business through site visits and reviews their safety standards and working conditions and ensures that the partners comply with all relevant laws and regulations.

Particulars	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
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:  
 There were no significant risks / concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

**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:  
 Individual departments within the organization have roles and responsibilities identified and defined to engage with various stakeholders. The Company identifies stakeholder groups through strategic internal processes including discussion with the top management to understand the impact on the Company’s business by engaging them for various activities.



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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly / Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Shareholders	No	Updating the information in the Stock Exchange & Company website, e-mails, letters, Annual Report, Notice, Newspapers Publication, through RTA, reminder letters, AGM.	On a periodical basis as per the requirement. Mostly on a quarterly / half yearly and annual basis.	Information on financial performance, growth perspective and any other material information
Employees	No	E-mail, Notice Board, Meeting, overall gathering.	Continuous	On job training, Appraisal and feedback, Working culture and environmental health and safety, Talent development, Company's performance, targets, vision and mission.
Customers	No	Emails, customer visits, Relationship meetings, Customer satisfaction survey and reviews	Need based	Understanding customers' expectations and the gaps, if any, in Company' product offerings.
Vendors and Suppliers	No	E-mail, Meetings, Conference, Supplier assessment	Need based	Complaint resolution, on-time delivery, Product, On-time payments and service quality.



Government bodies and regulators	No	Meetings, Visits, Emails and letters	As and when required	Ensure 100% Compliance to all statutory regulations, Audits and site visits.
Local Community	No	Corporate Social Responsibility initiatives	As per regulation and as and when required	Health care, Education, Social projects and Women empowerment activities.

### LEADERSHIP INDICATORS:

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

The Company uses several mechanisms to maintain regular communication with stakeholder groups and strengthen the integration of sustainability into its business practices. The senior management team regularly engages in consultations with stakeholders, ensuring the board is informed about important issues and maintaining regular interactions.
- 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. The Company conducted materiality assessment incorporating the views of both internal and external stakeholders and identified the material topics for the company. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as and when required. The Company values the perspectives and concerns raised by stakeholders and strives to integrate them into decision-making processes, ensuring a more inclusive and sustainable approach to environmental and social management.
- Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The company prioritizes the needs of vulnerable and marginalized communities through Corporate Social Responsibility initiatives, focusing on programs that benefit these groups, the environment and the disadvantaged. Report on CSR forms integral part of this Annual Report provided in Annexure 3.



**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 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	1216	1216	100%	1131	1131	100%
Other than permanent	646	646	100%	496	496	100%
Total Employees	1862	1862	100%	1627	1627	100%
<b>WORKERS</b>						
Permanent	838	838	100%	810	810	100%
Other than permanent	1265	1265	100%	1285	1285	100%
Total Workers	2103	2103	100%	2095	2095	100%

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

Category	Total (A)	FY 2023-24				Total (D)	FY 2022-23			
		Equal to minimum wage		More than minimum wage			Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	1199	696	58%	503	42%	1124	463	41%	661	59%
Female	17	0	0%	17	100%	7	-	-	7	100%
<b>Other than permanent</b>										
Male	537	537	100%	-	-	492	492	100%	-	-
Female	109	109	100%	-	-	4	4	100%	-	-
<b>WORKERS</b>										
<b>Permanent</b>										
Male	828	519	63%	309	37%	809	455	56%	354	44%
Female	10	10	100%	-	-	1	1	100%	-	-
<b>Other than permanent</b>										
Male	1158	1158	100%	-	-	1086	1086	100%	-	-
Female	107	107	100%	-	-	199	199	100%	-	-



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

Particulars	Male		Female	
	Number	₹ in Cr.	Number	₹ in Cr.
Board of Directors (BoD)	2	20.01	-	-
Key Managerial Personnel (other than BoD)	2	0.35	-	-
Employees other than BoD and KMP	1736	56.00	126	4.06
Workers	1986	44.85	117	2.64

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

Yes. Corporate HR head will be addressing all the issues.

Email: [corporatehr@mmforgings.com](mailto:corporatehr@mmforgings.com)

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

Appropriate systems and mechanisms with time bound process for redressal, such as Grievance Management System, Safety Committees, Internal Complaints Committee, Whistle-blower Policy etc. are in place to allow for resolution of the issues raised under Human Rights policy.

The company has well established policies and practices, including the Online Grievance Management System and Whistle Blower Policy/ Vigil Mechanism, which ensure strict compliance with laws and regulations related to labor rights, health and safety, non-discrimination, freedom of association, collective bargaining, human rights, contract management and sexual harassment prevention.

The Company's Code of Conduct for Board and Senior Management promotes equal opportunities and prevents wrongdoings in the workplace, ensuring no discrimination or harassment and implementing appropriate grievance mechanisms. The company also has policies for employee protection.



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

Particulars	FY 2023-24			FY 2022-23		
	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 grievance, if any, arising out of Whistle-Blower Policy and Code of Conduct is being reviewed by Audit Committee of the Board. The Internal Compliant Committee review and take necessary action for all harassment issues.

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

Yes, human rights requirements form part of MMF's Supplier Code of Conduct. Suppliers are required to respect internationally recognized human rights standards and to work towards them in all business activities within their own sphere of influence. Any forced or child or compulsory labour is prohibited.

**9. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	100% - The Company ensures compliance with applicable labour practice laws, including child labour and human rights issues.
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	
Wages	

The above assessment done by the Company internally from time to time. Further, labour compliance audit report forms part of major client audits of the Company.

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

Not applicable



## LEADERSHIP INDICATORS:

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

There were no such events requiring the Company to modify / introduce a process as a result of addressing human rights grievances / complaints.

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

Due diligence is conducted by the Company as stipulated under the applicable rules and regulations. Human rights due diligence is being covered as part of the other audits also. The scope includes assessment on child labour, forced labour, Labour Standards, health and safety, discrimination, working hours, Anti-corruption, Right to development etc.,

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

Yes.

**4. Details on assessment of value chain partners.**

Particulars	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company ensures compliance with applicable labour practice laws, including child labour and human rights issues, throughout its supply chain. The company generally includes clauses requiring value chain partners to ensure compliance with all applicable laws.
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	

**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	Units	FY 2023-24	FY 2022-23
Total electricity consumption (A)	GJ	4,43,045	3,77,392
Total fuel consumption (B)	GJ	85,582	1,12,459
Energy consumption through other sources (C)	GJ	336.40	689.28
Total Energy consumption (A+B+C)	GJ	5,28,963	4,90,540
Energy intensity per rupee of turnover (Total energy consumption/ turnover in Rupees)	GJ/ ₹ Crore	350.04	351.62

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



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

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

Parameter	FY 2023-24	FY 2022-23
Water Withdrawal by the Source in Kiloliters (KLs)		
(i) Surface Water	-	-
(ii) Ground Water	33,250	31,500
(iii) Third party Water	-	-
(iv) Sea Water/Desalinated Water	-	-
(v) Others- Recycled Water (ETP)	1020	900
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv)</b>	33,250	31,500
<b>Total volume of water consumption (in kiloliters) (i + ii + iii + iv + v)</b>	34,270	32,400
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	22.68 (kl /₹ Crore)	23.16 (kl /₹ Crore)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
Yes. The company has successfully implemented Automatic Treatment of Fluids (ATFD) at a manufacturing plant to effectively manage industrial waste water and achieve Zero Liquid Discharge (ZLD).
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Mg/m <sup>3</sup>	22.6	17.1
SOx	Mg/m <sup>3</sup>	13.0	13.3
Particulate matter (PM)	Mg/m <sup>3</sup>	33	71
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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. Assessment was done by Tamil Nadu 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 2023-24	FY 2022-23
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)	MT of CO <sub>2</sub> equivalent	5,586	5,125
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)	MT of CO <sub>2</sub> equivalent	63,280	62,113
Total Scope-1 emissions per rupee of turnover	MT/Re.	3.69	3.67
Total Scope 2 emissions per rupee of turnover.	MT/Re.	41.88	44.41

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details: No
8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-Waste (B)	-	-
Bio-medical waste (C)	-	-
MS Scrap/Scale/Bur/Flash (Solid)	Ms Scrap, Bur, Flash	
Used/Spent Oil (Liquid)-HW	3.37	0.80
Discarded Containers/Barrels (Solid)-HW	-	-
Waste & Residues Containing Oil (Liquid)-HW	3.47	11.70
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	0.25
Other Non-hazardous waste generated (H).	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>6.84</b>	<b>12.75</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	3.37	0.80
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>3.37</b>	<b>0.80</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in MT)</b>		
<b>Category of Waste</b>		
(i) Incineration	3.47	11.70
(ii) Landfilling	-	0.25
(iii) Other disposal operations	-	-
<b>Total</b>	<b>3.47</b>	<b>11.95</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



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 is certified under ISO 9001:2015 and the scope covers its entire operations. The Company recycles its Hazardous & Non-Hazardous waste product through authorized recyclers. Further, all relevant plant locations have Wastewater Treatment Plant (WWTP) which is combination of Effluent treatment plant (ETP) and Sewage treatment plant (STP).

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:

Sl. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Nil			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable
12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:  
Yes, Company is in compliance with all the applicable environmental laws.

#### 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 2023-24	FY 2022-23
<b>From renewable sources (GJ)</b>		
Total electricity consumption (A) – (Solar + Wind)	96,837	89,012
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>96,837</b>	<b>89,012</b>
<b>From non-renewable sources (GJ)</b>		
Total electricity consumption (D)	3,46,208	2,88,379
Total fuel consumption (E)	85,582	1,12,459
Energy consumption through other sources (F)	336.40	689.28
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>4,32,126</b>	<b>4,01,527</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



2. Provide the following details related to water discharged:  
We do not discharge water to any of the water bodies.  
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No
3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
Not applicable, as we do not have any operations in areas of water stress. The Company works closely with stakeholders and local communities to raise awareness about water scarcity, encourage responsible water use and support initiatives that enhance water availability and quality.
4. Please provide details of total Scope 3 emissions & its intensity, in the following format:  
The Company is currently not measuring Scope 3 emissions.
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, as the company doesn't have any operations in ecologically sensitive areas.
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:

Sl. No.	Initiative Undertaken	Details of the initiative (Web link, if any, may be provided along with summary)	Outcome of the initiative
Refer the annexure to Boards' Report on Conservation of Energy			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link  
The Company has a standardised disaster management and business continuity plan in place which ensures resilient business operations and utmost safety of employees and the Company's assets. The business continuity plans are integrated in our Enterprise Risk Management program and guide our response to disruptions to our operations.
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, there has been no significant adverse impact to the environment, arising from our value chain, identified till now.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
Not applicable



**PRINCIPLE 7:**

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

**ESSENTIAL INDICATORS:****1.1 Number of affiliations with trade and industry chambers/associations.**

The Company affiliates with **Six** trade and industry chambers/associations

**1.2 List the top 10 trade and industry chambers/associations (determined based on the total members of such a 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	Association of Indian forging industry (AIFI)	National
2	Confederation of Indian Industry (CII)	National
3	Indian Society for Non Destructive Testing (ISNT)	National
4	Engineering Export Promotion Council (EEPC India)	National
5	National Institute for Quality and Reliability (NIQR).	National
6	The Madras Chamber of Commerce and Industry (MCCI)	State / 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:**

There were no incidents of anti-competitive behaviour involving the Company during the reporting period.

**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	Web Link, if available
-					

**PRINCIPLE 8:**

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

**ESSENTIAL INDICATORS:**

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:** Not Applicable

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
-					

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

Name of the project for which R&R is ongoing	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
During FY24 no such situation arisen					

3. **Describe the mechanisms to receive and redress grievances of the community.**  
The community grievances, if any can be submitted at the security desk or through company e-mail corporate@mmforgings.com. Any complaint so received is forwarded to the respective department and is promptly addressed by the relevant department.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers.**

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	17.52%	18.41%
Sourced directly from within the district and neighbouring districts	59.04%	51.40%

**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
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:  
Refer Annexure to Boards' Report for the details of CSR Activities.



3. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes/No)  
Yes
- 3.1. From which marginalised / vulnerable groups do you procure?  
Refer Point no. 4 of Principle 8 above.
- 3.2. What % of total procurement (by value) does it constitute?  
Refer Point no. 4 of Principle 8 above.
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:  
Nil
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:  
Not applicable
6. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies and Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
Refer Annexure to the Board's Report for details on CSR activities.			

#### **PRINCIPLE 9:**

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

#### **ESSENTIAL INDICATORS:**

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

The company prioritizes customer satisfaction and response by engaging with them through various channels, including direct communication, email and social media, to ensure their voice is heard efficiently and timely.

The company conducts customer satisfaction surveys, collects performance reports, conducts conference calls, visits to customer sites and offices and conducts supplier meetings, among other activities. The management review process involves collecting, compiling, monitoring trends and taking corrective actions in case of negative variations in customer satisfaction data.



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

Business Category	As a % of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and / or safe disposal	100%

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

Sl. No.	Area	FY 2023-24			FY 2022-23		
		Received during the year	Pending resolution at end of the year	Remarks	Received during the year	Pending resolution at end of the year	Remarks
1	Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
2	Advertising	Nil	Nil	Nil	Nil	Nil	Nil
3	Cyber-Security	Nil	Nil	Nil	Nil	Nil	Nil
4	Delivery of essential security	Nil	Nil	Nil	Nil	Nil	Nil
5	Restrictive Trade practices	Nil	Nil	Nil	Nil	Nil	Nil
6	Unfair Trade practices	Nil	Nil	Nil	Nil	Nil	Nil

4. Details of instances of product recalls on account of safety issues:  
No such instances were reported in the reporting period FY24.
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 has taken various Cyber security measure and has Information security policy which are internally available for all the employees.

The employees are given appropriate training and their systems are being continuously monitored in order to protect leak of data and other cybercrime. Safeguarding the stakeholders' privacy is the topmost priority of such policy.

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



## LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available):  
Information about all the products that the Company offers is available in the Company website [www.mmforgings.com](http://www.mmforgings.com).
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:  
The Company sells its product to larger OEMs predominantly and hence it has limited scope for informing and educating the end user about the safe and responsible usage of its products. However, MMF get a declaration while entering into business with its customers, ensuring the products reaches the end consumer in a safe manner.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services:  
Email, Letters, updating in Website, Phone and at times Meetings are conducted for communicating to the Consumers whenever there is a potential risk of disruption or discontinuation.
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):

YES. Our company products are customer specific and as per our customer requirements with regard to identification / labelling of product packaging and is consistent with applicable laws of shipping country and receiving country. Product packaging displays information such as customer, supplier, part description, part number, engineering revision level, purchase order number, heat code, quantity packed, box number, gross weight and net weight:

Our Company values customer feedback and satisfaction at various business stages, including enquiry handling, order handling, product realization and shipment

The Company obtains customer feedback through surveys, score cards, conference calls, visits to customer sites and supplier meetings. Customer satisfaction data is collected, compiled, trend monitored and actions initiated in case of negative variations during management review.

5. Provide the following information relating to data breaches:
  - 5.1. Number of instances of data breaches along with impact. NIL
  - 5.2. % of data breaches involving personally identifiable information of customers. NIL