

# Business Responsibility and Sustainability Report (BRSR)

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## SECTION A: GENERAL DISCLOSURES



Bajel Projects Limited ("Bajel"/ "Company") is an Indian Company listed in BSE Limited and National Stock Exchange of India Limited. The Company is a leading Engineering, Procurement and Construction (EPC) Company and has 4 business verticals which includes power transmission, power distribution, monopoles, international EPC. We have a world class manufacturing facility at Ranjangaon MIDC, Pune.

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31900MH2023PLC375133
2	Name of the Listed Entity	Bajel Projects Limited
3	Year of Incorporation	19.01.2022
4	Registered office address	Rustomjee Aspiree, 8 <sup>th</sup> Floor, Bhanu Shankar Yagnik Marg, Sion East, Mumbai- 400022.
5	Corporate office address	Rustomjee Aspiree, 8 <sup>th</sup> Floor, Bhanu Shankar Yagnik Marg, Sion East, Mumbai- 400022.
6	Email Address	<a href="mailto:legal@bajelprojects.com">legal@bajelprojects.com</a>
7	Telephone	022-6826 7300
8	Website	<a href="https://bajelprojects.com">https://bajelprojects.com</a>
9	Financial year for which reporting is being done	April 1, 2023 – March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited; and (ii) National Stock Exchange of India Limited
11	Paid-up Capital	₹ 2,305.67 lacs/- as on March 31, 2024
12	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Ajay Nagle, Executive Director, Company Secretary and Chief Compliance Officer Telephone No: 022-6826 7300 E-mail id: <a href="mailto:legal@bajelprojects.com">legal@bajelprojects.com</a>
13	Reporting boundary	The disclosures under this report are made on a standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

## II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Engineering, Procurement and Construction of Power Transmission and Power Distribution Infrastructure	Power Transmission and Distribution Business is primarily engaged in providing solutions that include design, engineering, procurement, construction and project management of all aspects of project execution from conceptualizing to commissioning. It also comprises of providing end-to-end EPC solutions or any combination of individual services depending on customer's needs and market opportunity.	100%

### 17. Products/Services sold by the entity (accounting for 90% of the turnover):

Sl. No.	Product/Services	NIC Code	% Of total turnover contributed
1.	Engineering, Procurement and Construction of Power Transmission and Power Distribution Infrastructure	3510	100%

## III. Operations

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

Sl. No.	Location	Number of plants	Number of offices	Total
1.	National	3	2	5
2.	International	0	2	2

### 19. Markets served by the entity

#### a. Number of locations

Sl. No.	Number of Locations served	Number
1.	National (Number of states)	25
2.	International (Number of countries)	2

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

Out of a total turnover ₹ 1,19,451 lacs for FY 2023-24, the percentage of revenue from exports contribute to 1.47% (₹ 1755.85 lacs).

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

Bajel engages in four main business sectors: Power Transmission, Power Distribution, Monopoles and International Engineering, Procurement, and Construction (EPC). The EPC segment primarily serves government institutions, including Urban Local Bodies, and private institutional customers. The credit exposure is predominantly towards government institutions, and the projects in this segment typically span two to three years. Additionally, the Company has a global footprint in its EPC operations.

Our customer base consists of:

- Institutional customers; and
- Government /Non-Government entities.

## IV. Employees

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

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	583	554	95.03	29	4.97
2.	Other than Permanent (E)	286	277	96.85	9	3.15
3.	<b>Total employees (D + E)</b>	<b>869</b>	<b>831</b>	<b>95.63</b>	<b>38</b>	<b>4.37</b>

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	83	83	100	Nil	NA
5.	Other than permanent (G)	980	956	97.55	24	2.45
6.	Total workers (F+G)	1063	1039	97.74	24	2.26

**b. Differently abled employees and workers:**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1.	Permanent (D)	Nil	Nil	NA	Nil	NA
2.	Other than permanent (E)	Nil	Nil	NA	Nil	NA
3.	Total differently abled employees (D+E)	Nil	Nil	NA	Nil	NA
Differently abled Workers						
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than permanent (G)	Nil	Nil	NA	Nil	NA
6.	Total differently abled workers (F+G)	Nil	Nil	NA	Nil	NA

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

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	4	Nil	NA

**22. Turnover rate for permanent employees and workers**

Category	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	13%	15%	13%	NA	NA	NA	NA	NA	NA
Permanent workers	Nil	Nil	Nil	NA	NA	NA	NA	NA	NA

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

**23. Names of holding / subsidiary / associate companies / Joint ventures**

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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Not applicable. As Bajel does not possess any holding, subsidiary, associate companies, or have any joint ventures.

**VI. CSR Details**

**24.** I. Whether CSR is applicable as per section 135 of Companies Act, 2013: No

II. If yes, Turnover FY 2023-24 – NA

III. Net worth FY 2023-24 - NA

Note: CSR is not applicable to the company as per the criteria defined under Section 135 of the Companies Act, 2013.

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY2024			FY2023		
	(If yes, then provide web-link for grievance redress policy)*	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	NA	NA	NA	NA
Investors	Yes	Nil	Nil	NA	NA	NA	NA
Shareholders	Yes	Nil	Nil	NA	NA	NA	NA
Employees and workers	Yes	Nil	Nil	NA	NA	NA	NA
Customers	Yes	Nil	Nil	NA	NA	NA	NA
Value Chain Partners	Yes	Nil	Nil	NA	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, reporting for FY 2023 is not applicable to Bajel Projects Limited.

\*The Company has instituted a strong vigil/whistle-blowing mechanism through its Whistle Blower policy approved by the Board which extends to all stakeholders. The policy is available on the Company's website under 'Governance policies' in the 'Investor' tab and can be accessed using the weblink <https://bajelprojects.com/pdf/Policies/Whistle-Blower-Policy-or-Vigil-Mechanism.pdf>.

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

Sl. No.	Material issue identified	Is it 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	Physical climate risk	R	Power transmission and distribution infrastructure is vulnerable to extreme weather events such as storms, floods, and heatwaves, leading to service disruptions and damage.	Implementing robust infrastructure resilience measures, such as strengthening towers and substations, and diversifying energy sources to reduce reliance on vulnerable areas.	Negative
2	Climate transition risk	O	Transitioning to renewable energy sources presents opportunities for innovation, cost savings, and reducing carbon emissions, aligning with global climate goals.	Investing in renewable energy projects, upgrading transmission systems to accommodate distributed generation, and leveraging government incentives for green investments.	Positive
3	Pollution	R	Power transmission and distribution activities can contribute to air and water pollution through emissions from fossil fuel-based energy generation and chemical leakage from the equipment.	Implementing cleaner energy sources, such as renewable energy and grid modernization technologies, and adhering to strict environmental regulations to minimize environmental pollution.	Negative

Sl. No.	Material issue identified	Is it 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)
4	Customer health and safety	R	Safety hazards associated with electrical infrastructure, including electrocution, fire, and equipment failures, pose risks to customers and communities.	Conducting regular maintenance and inspections of infrastructure, educating customers on safety practices, and implementing robust emergency response protocols.	Negative
5	Privacy protection	R	Collection and utilization of customer data in smart grid systems and digital platforms may raise concerns regarding data privacy and security.	Implementing stringent data protection measures, such as encryption and anonymization, ensuring compliance with privacy regulations, and transparent communication with customers regarding data usage.	Negative
6	Employment practices	O	Investing in fair labor practices, diversity, and employee well-being can enhance workforce productivity, satisfaction, and retention.	Implementing inclusive hiring practices, providing training and development opportunities, and fostering a positive workplace culture to attract and retain talent.	Positive
7	Employee health and safety	R	Employees working in power transmission and distribution face occupational hazards, such as electrical shocks, falls, and exposure to hazardous materials.	Providing comprehensive safety training, supplying appropriate personal protective equipment, and enforcing strict safety protocols to minimize risks to "ALARP" (As low as reasonably practicable) level.	Negative

Sl. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Biodiversity and resource use	O	Preserving biodiversity and optimizing resource utilization can lead to long-term environmental sustainability and ecosystem resilience.	Implementing sustainable land management practices, such as minimizing habitat disruption and promoting renewable energy sources with low environmental impact and partnering with conservation organizations for biodiversity conservation initiatives.	Positive
9	Human rights	R	Violation of human rights related laws, policies and guidelines may lead to legal action by regulatory agencies and may cause reputational damage.	Conducting human rights related due diligence to identify and mitigate human rights related risks, conducting regular training programs to employees and workers on human rights related regulations, policies and guidelines, and adhering to International Labour Organization (ILO) guidelines and conventions prohibiting any kind of discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, family status, social origin etc.	Negative
10	Energy management & Green house Gas (GHG) emissions	O	Effective management of energy resources and reduction of GHG emissions present significant opportunities for a Power Transmission and Power Distribution Company. Embracing renewable energy sources, optimizing transmission efficiency, and implementing energy-saving technologies not only mitigate environmental impact but also reduce operational costs and enhance sustainability.	Adopting renewable energy integration into transmission networks, investing in smart grid technologies for improved energy efficiency, and implementing GHG reduction initiatives such as carbon offset programs. By leveraging these strategies, the Company can contribute to environmental stewardship while enhancing operational resilience and competitiveness.	Positive

## 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 National Guidelines for Responsible Business Conduct (NGRBC) principles and core elements. These are briefly as under:

S. No.	Principle Description	Reference of BAJEL's policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> <li>• Code of Conduct for directors and senior management</li> <li>• Whistle blower policy</li> <li>• Policy for determining material subsidiary.</li> <li>• Fair disclosure code UPSI</li> <li>• Nomination and remuneration policy</li> <li>• Familiarization programme imparted to independent directors</li> </ul>
P2	Businesses should provide goods and services in a manner that is sustainable and safe.	<ul style="list-style-type: none"> <li>• Life-cycle Sustainability</li> <li>• Responsible Sourcing</li> </ul>
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.	<ul style="list-style-type: none"> <li>• Product and Service Responsibility</li> <li>• Policy on Human Rights</li> <li>• Equal employment opportunity policy</li> <li>• Maternity benefits policy</li> <li>• POSH policy</li> </ul>
P4	Businesses should respect the interests of and be responsive to all its stakeholders.	<ul style="list-style-type: none"> <li>• Policy on Stakeholder Engagement</li> </ul>
P5	Businesses should respect and promote human rights.	<ul style="list-style-type: none"> <li>• Policy on Human Rights</li> </ul>
P6	Businesses should respect and make efforts to protect and restore the environment.	<ul style="list-style-type: none"> <li>• Policy on Environment, Health and Safety</li> </ul>
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	<ul style="list-style-type: none"> <li>• Business Partner Code of Conduct</li> </ul>
P8	Businesses should promote inclusive growth and equitable development.	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility (CSR) Policy</li> </ul>
P9	Businesses should engage with and provide value to their consumers in a responsible manner.	<ul style="list-style-type: none"> <li>• Business Partner Code of Conduct</li> </ul>

## Policy and Management processes

[illegible]



**Governance, leadership, and oversight**

Points	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the director's statement in the Health Safety and Environment (HSE) section of the annual report FY 2023-24.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors (BoDs) are responsible for implementation and oversight of the Business Responsibility Policy (ies).								
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.	Mr. Rajesh Ganesh (Managing Director & Chief Executive Officer), DIN: 07008856								

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

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1. Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject for Review	b. 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
1. Performance against above policies and follow up action	Yes. Performance evaluation against above policies and follow up action is carried out on periodical basis by the core management committee of the Company.								
2. Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company is compliant with all regulatory and statutory requirements and there are no non-compliances or violations in the reported year FY 2023-24.								

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.

**P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9**

Certification bodies conduct annual audits for evaluating compliance against the requirement of Quality, Health, Safety and Environment, Information Security and Energy Management policy. Financial and other regulatory audits are done by assigned auditing firm. External competent bodies are engaged for periodic audits over and above standards audit.

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.

## Section C: Principle-wise performance disclosure

### PRINCIPLE 1:

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






BAJEL is committed to fostering trust, transparency and integrity in all its operations, aiming to enhance business resilience and meet sustainability goals. It is mandatory for all employees to comply with the Company's code of conduct, policies and guidelines. The Company maintains active engagement with all stakeholders, promoting trust, transparency, and accountability. Furthermore, the Company takes a proactive approach in implementing Environment, Social, and Governance initiatives and projects. These efforts align with the Company's sustainability vision and are aimed at providing environmentally friendly products and solutions across all its business sectors.



### Essential Indicators:

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

Sl. No.	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
1	Board of Directors	1	All 9 principles	100%
2	Key Managerial Personnel (KMP)	1	All 9 principles	100%
3	Employees, other than Board of Directors and KMPs	12	5 topics (Health & Safety, Code of Conduct, Whistleblower, POSH and Human Rights)	83%
4	Workers	12	7 topics (Ethics & Code of Conduct, POSH, Basic Discipline at Workplace, PF & ESI Policy, Communication, First Aid and General Health Awareness)	100%

**2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2024**

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	Nil	Nil	NA	NA
 Settlement	Nil	Nil	Nil	NA	NA
 Compounding fee	Nil	Nil	Nil	NA	NA

Non-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)
 Imprisonment	Nil	Nil	Nil	NA	NA
 Punishment	Nil	Nil	Nil	NA	NA

**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.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
The instances disclosed in Question 2 above does not apply to any appeals or revisions, whether concerning monetary or non-monetary actions. Therefore, the response to this inquiry is "Not Applicable."	NA

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

Yes. Bajel is having an anti-bribery and anti-corruption policy to implement and enforce adequate procedures to prevent, deter, detect, and counter bribery and corruption in any form or manner. ABAC policy and applicable laws such as Prevention of Corruption Act, 1988 should be complied by employees across all business operations of the Company. Any violation of ABAC policy may lead to disciplinary action by the Company.

Bajel through its anti-bribery and anti-corruption policy is committed to mitigating bribery-related risks by implementing robust processes and controls, training and awareness activities. Implementation of this policy is ensured through the following:

- Doing business with integrity and transparency with zero tolerance towards non-compliance of anti-bribery and anti-corruption policy.
- Prohibits bribery and any form of improper payments/dealings in the conduct of business operations.
- Ensure compliance with all applicable anti-bribery and anti-corruption laws in all jurisdictions where we operate.

The Company has established a robust vigilance and whistle-blowing mechanism through its Whistle Blower policy covering employees and stakeholders for reporting corruption and bribery related incidents. Whistle blower policy allows disclosure of such matters to whistle officer internally, without fear of reprisal, discrimination or adverse employment consequences, and also permits the Company to address such disclosures or complaints by taking appropriate action. Whistle blower policy is available at weblink <https://bajelprojects.com/pdf/Policies/Whistle-Blower-Policy-or-Vigil-Mechanism.pdf>

**5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption**

	Segment	FY 2024	FY 2023
1	Directors	Nil	NA
2	Key Managerial Personnel	Nil	NA
3	Employee	Nil	NA
4	Workers	Nil	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

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

	Segment	FY 2024		FY 2023	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	NA	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

**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 as there have been no instances requiring corrective action related to fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions concerning cases of corruption and conflicts of interest.

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	132	NA

**9. Openness of business:**

**Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	NA
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		

Parameter	Metrics	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	NA
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.03%	NA
	b. Sales (Sales to related parties / Total Sales)	3.86%	
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	8.03%	
	d. Investments (Investments in related parties / Total Investments made)	Nil	

### LEADERSHIP INDICATORS

#### 1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

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

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

Yes. The Company is having a Code of Conduct, along with Director's Familiarization Policies & programs to ensure Senior Management and directors refrain from engaging in any material business relationship or activity, which conflicts with their duties towards the Company. The directors and Senior Management of the Company shall adhere to high ethical conduct and integrity to the best of their ability and judgement. The Code of Conduct for directors and Senior Management is available at weblink <https://bajelprojects.com/pdf/Policies/Code-of-Conduct-for-Directors-and-Senior-Management.pdf>

### 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.

S. No.	Segment	FY2024	FY2023	Details of improvements in environmental and social impacts
1	R & D	Nil	NA	NA
2	Capex	Nil	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

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

Yes. Bajel has taken proactive steps of adopting a sustainable sourcing policy and already has a detailed procedure. However, it's important to note that the Company is currently in the process of developing & integrating a structured sustainable procurement framework to effectively implement a comprehensive sustainable sourcing practices. This ongoing effort signifies Bajel's commitment to integrating sustainability considerations into its supply chain operations. Developing a comprehensive framework involves establishing clear guidelines, criteria, and procedures for assessing supplier sustainability, identifying potential risks, and implementing mitigation measures. By working towards the creation of such a framework, Bajel aims to enhance transparency, accountability, and resilience across its supply chain.

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

Bajel's existing procurement policy & process encourages for local sourcing and the Company is sourcing most of the input materials in sustainable manner by taking environment, social and governance aspects of suppliers into consideration while procuring. As the Company is demerged from BEL, we are developing and establishing new systems, procedures and practices to assess the percentage of materials sourced in sustainable manner. Implementing a comprehensive sustainable procurement framework will enable Bajel to accurately track and assess the sustainability of its sourcing practices, facilitating the quantification of sustainable inputs and enhancing transparency in its supply chain operations..

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

Not applicable. We do not manufacture any products which generates plastic waste, e-waste and hazardous waste. However, Bajel ensures responsible handling of hazardous waste generated from operations by entrusting it to certified vendors for safe disposal. Partnering with certified vendors helps uphold environmental and safety standards while mitigating risks associated with hazardous materials.

**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.**

Extended Producer Responsibility (EPR) is not applicable to us as per the laws, regulations and guidelines published by the Ministry of Environment, Forest and Climate Change (MoEF & CC) and Central Pollution Control Board (CPCB).

**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.
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Not Applicable

**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, as there is no LCA conducted for our products and services.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023

Not Applicable. Sourcing of recycled or re-used input material is not relevant to our business.

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:

	FY 2024			FY 2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
 Plastics (including packaging)	NA	NA	NA	NA	NA	NA
 E-waste	NA	NA	NA	NA	NA	NA
 Hazardous waste	NA	NA	NA	NA	NA	NA
 Other waste	NA	NA	NA	NA	NA	NA

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

Our primary focus lies in the transmission and distribution of electricity, rather than the sale of products with packaging materials. Therefore, the concept of reclaimed products and their packaging materials, as a percentage of products sold, is not applicable to our operations. Our core business revolves around providing reliable and efficient energy transmission services to meet the needs of our customers and communities.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA









**PRINCIPLE 3:**

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











**Essential Indicators:**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
 Permanent Employees											
 Male	554	554	100%	554	100%	Nil	NA	554	100%	Nil	NA
 Female	29	29	100%	29	100%	29	100%	Nil	NA	Nil	NA
 Total	583	583	100%	583	100%	29	4.97%	554	95.03%	Nil	NA
 Other than Permanent Employees											
 Male	277	277	100%	277	100%	Nil	NA	Nil	NA	Nil	NA
 Female	9	9	100%	9	100%	9	100%	Nil	NA	Nil	NA
 Total	286	286	100%	286	100%	9	3.15%	Nil	NA	Nil	NA

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
 Permanent Worker											
 Male	83	83	100%	83	100%	Nil	NA	Nil	NA	Nil	NA
 Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
 Total	83	83	100%	83	100%	Nil	NA	Nil	NA	Nil	NA
 Other than Permanent Worker											
 Male	956	956	100%	956	100%	Nil	NA	Nil	NA	Nil	NA
 Female	24	24	100%	24	100%	24	100%	Nil	NA	Nil	NA
 Total	980	980	100%	980	100%	24	2.45%	Nil	NA	Nil	NA

## C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	<b>FY 24</b> Current Financial Year	<b>FY 23</b> Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.08%	NA

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

	Benefits	FY 2024			FY 2023		
		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.)
1	PF	100	100	Y	NA	NA	NA
2	Gratuity	100	100	Y	NA	NA	NA
3	ESI	6	61	Y	NA	NA	NA
4	Superannuation	1.8	Nil	Y	NA	NA	NA
5	NPS	3.6	Nil	Y	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

## 3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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 premises/offices of the Company are accessible to differently abled employees and workers. The Company in its endeavour to promote an inclusive workplace provides facilities such as ramps to make its offices accessible to differently abled employees and workers. The Company's offices in Mumbai (Sion) are accessible to employees with disabilities. The management is developing a plan to ensure that all of Company's facilities are accessible to differently abled employees and workers. This initiative underscores the Company's commitment to cultivating an environment where every individual, irrespective of physical abilities, can actively engage and contribute to the organization's prosperity.



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





The Company's Human Rights policy covers the diversity and equal opportunity in compliance with the Rights of Persons with Disabilities Act, 2016.

Our Human Rights policy underscores the Company's commitment to promoting inclusivity and accessibility for individuals with disabilities. This policy will outline the organization's stance on providing equal opportunities for employment, advancement, and participation in all aspects of the workplace, irrespective of disability.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100%	50%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>75%</b>	<b>NA</b>	<b>NA</b>

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

	Yes/No (If yes, then give details of the mechanism in brief)
 Permanent Workers	Yes
 Other than Permanent Workers	Yes
 Permanent Employees	Yes, we have established a mechanism to receive and redress grievances for all categories of employees. This mechanism involves maintaining an issue register where employees can submit their grievances. The issue register allows us to systematically document, track, and address employee concerns in a timely and effective manner, ensuring transparency and accountability throughout the grievance resolution process.
 Other than Permanent Employees	Yes, we have established a mechanism to receive and redress grievances for all categories of employees including other than permanent employees. This mechanism involves maintaining an issue register where employees including other than permanent employees can submit their grievances. The issue register allows us to systematically document, track, and address employee and other than permanent employee concerns in a timely and effective manner, ensuring transparency and accountability throughout the grievance resolution process.

**7. Membership of employees in Association(s) or Unions recognised by the listed entity:**

Category	FY2024			FY2023		
	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	583	Nil	NA	NA	NA	NA
Male	554	Nil	NA	NA	NA	NA
Female	29	Nil	NA	NA	NA	NA
Total Permanent Workers	83	Nil	NA	NA	NA	NA
Male	83	Nil	NA	NA	NA	NA
Female	Nil	Nil	NA	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

**8. Details of training given to employees**

Category	2023-24					2022-23				
	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	831	831	100%	554	66.67%	NA	NA	NA	NA	NA
Female	38	38	100%	29	76.32%	NA	NA	NA	NA	NA
Total	869	869	100%	583	67.09%	NA	NA	NA	NA	NA
Workers										
Male	1039	1039	100%	Nil	NA	NA	NA	NA	NA	NA
Female	24	24	100%	Nil	NA	NA	NA	NA	NA	NA
Total	1063	1063	100%	Nil	NA	NA	NA	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	554	554	100%	NA	NA	NA
Female	29	29	100%	NA	NA	NA
<b>Total</b>	583	583	100%	NA	NA	NA
<b>Workers</b>						
Male	83	83	100%	NA	NA	NA
Female	Nil	Nil	NA	NA	NA	NA
<b>Total</b>	83	83	100%	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

## 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 of such a system?

Yes. The health and safety management systems implemented by the Company on the ground are based on three key components: Hazard Identification and Risk Assessment (HIRA), which involves identifying potential hazards and assessing risks; Job Safety Analysis (JSA), which systematically evaluates risks associated with specific tasks; and Permit to Work (PTW), a formal authorization system for high-risk activities. These systems collectively contribute to maintaining a safe work environment and preventing accidents. Also being certified under ISO 45001:2018 underscores our dedication to maintaining a robust framework for occupational health and safety (EHS) within our organization. Our comprehensive EHS policy, an approved document, which signifies the highest level of organizational endorsement. This policy serves as a guiding beacon for all our operations, highlighting the utmost priority we place on ensuring the health and well-being of our workforce. It underscores our unwavering commitment to fostering a safe and healthy work environment, where every individual can thrive and contribute effectively.

### 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 workplace hazards across all business operations of the Company are assessed by conducting Hazard Identification and Risk Assessment (HIRA), safety inspections, Job Safety Analysis (JSA), Process Hazard Analysis (PHA), Hazards and Operability Analysis (HAZOP) study etc. HIRA framework helps in thorough review of the processes for identification of potential hazards, their causes, consequences and impacts.

We have standard operating procedures (SOPs) and internal guidelines to ensure 100% compliance with PTW though prior risk assessment. The risk assessment covers the risk factors, severity & likelihood of potential hazards, type of work and the environment. We encourage all employees and workers to report unsafe acts & conditions, workplace incidents, accident or near-miss incidents in a timely manner. Based on the identified risks, an appropriate mitigation strategy shall be implemented to prevent workplace hazards. The adopted controls against the risks are evaluated considering the risk priority and severity. Further, we also conduct periodical safety audits to improve our safety protocols and standards. These audits serve as a systematic review of our safety procedures, facilities, and practices, identifying areas for improvement and reinforcing our commitment to maintaining the highest safety standards.

In addition to preventive measures, our approach to hazard identification is through a careful analysis of safety incident statistics. By closely monitoring and analyzing incidents, we gain valuable insights into potential areas of vulnerability, enabling us to implement targeted interventions and continuously improving our safety measures.

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

Yes, we have a well-established reporting system ensuring a transparent and responsive approach for handling work-related matters. We have processes to employees to report the work-related hazards and remove themselves from such risks which includes:

- Awareness programs are conducted for all employees and workers on process hazards and controls to mitigate the risks.
- Employees and workers are encouraged to detect and report workplace incidents in proactive manner.
- Behaviour Based Programs (BBS) are conducted facilitating identification and isolation from workplace hazards.
- Health & Safety department assess unsafe conditions and provide corrective actions to mitigate the risks.
- Periodical safety audits are conducted to identify and mitigate the process safety hazards at the workplace.

There are various channels which can be utilized for reporting of work-related incidences and it provides a structured and accessible means for employees to communicate their concerns, incidents, or observations promptly and efficiently.

Within this framework, designated personnel are appointed to manage and respond to the reports received through these channels. These individuals play a crucial role in the process, serving as the point of contact for employees to express their concerns and contributing to the effective resolution of issues.

The existence of this reporting system not only demonstrates our Company's commitment to fostering a culture of open communication but also highlights a proactive stance towards addressing potential challenges. It serves as a testament to the organization's dedication to maintaining a safe and healthy work environment, where the well-being of employees is a top priority.

By encouraging employees to use these reporting channels, our industry promotes a collaborative atmosphere where everyone is actively involved in maintaining and improving safety standards. The feedback received through these channels becomes a valuable resource for identifying potential hazards, implementing corrective measures, and continuously enhancing safety protocols.

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

Yes, all employees of the Company are having access to non-occupational medical and healthcare services. We have deployed doctors on call at our facilities to diagnose non-occupational diseases through regular health check-ups and treatment expenses are also provided.

## 11. Details of Safety related incidents

Safety Incident /Number	Category	FY 2024	FY 2023
1 Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	NA
	Workers	Nil	NA
2 Total recordable work-related injuries	Employees	Nil	NA
	Workers	Nil	NA
3 No. of fatalities	Employees	Nil	NA
	Workers	2	NA
4 High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	NA
	Workers	Nil	NA

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

We ensure that the Company is a safe and healthy workplace by implementing the following:

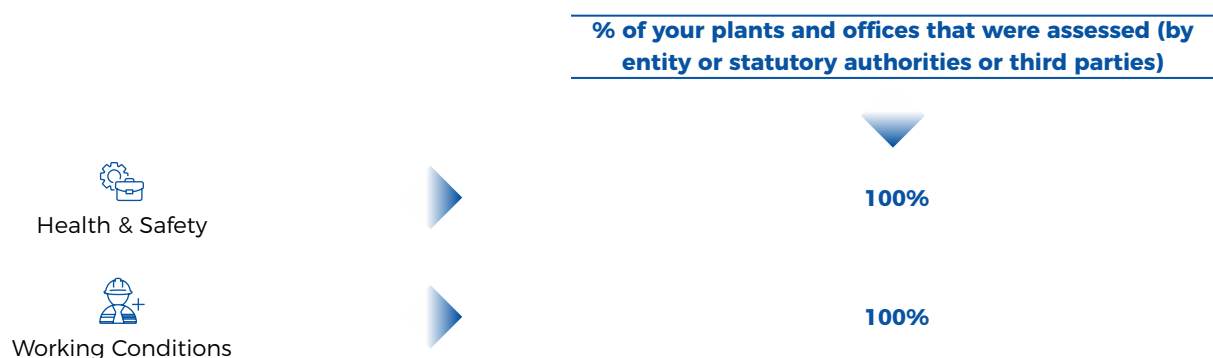
- Conduct health & safety training and awareness programs and Behaviour Based Training Programs.
- Implement Safety Kaizens and display safety measures across all facilities of the Company.
- Implement Corrective and Preventive Actions (CAPA) for the identified incidents, near miss incidents and accidents at workplace.
- Conducted mock drills on fire emergencies, chemical spillage and chemical hazards etc.
- Regular safety inspections and meetings are held to monitor and mitigate the health & safety related risks, if any.
- Periodical safety audits are conducted to identify unsafe acts and conditions at the workplace.
- Ensure 100% compliance of Permit to Work (PTW) system.
- Induction programs are conducted on health & safety to all newly joined employees and workers.
- Use of personal protective equipment (PPEs).

The commitment to safety is evident in the management review meetings, where top executives assess safety performance and take necessary actions to enhance the overall safety culture within the organization. Setting annual Environment, Health, and Safety (EHS) objectives and targets is a proactive step, and the management review process ensures that the organization is progressing in the right direction. This systematic approach allows for a continuous evaluation of safety initiatives.

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

Category	FY 2024			FY 2023		
	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	Nil	NA	NA	NA	NA
 Health & Safety	Nil	Nil	NA	NA	NA	NA

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

We have a robust incident investigation procedure to address safety related incidents. Corrective and Preventive Action (CAPA) is implemented for the identified root causes against the safety related incidents. An appropriate remedial measure is implemented mitigating the identified health & safety related risks based on the outcomes from HIRA, JSA and HAZOP.

Regular management review meetings are held to assess safety performance and take necessary actions to enhance the safety culture within the organization. We set annual EHS objectives and targets, and management reviews are conducted to ensure that we are progressing in the right direction.

Training programs are regularly conducted to enhance the competency of our employees in health and safety matters. Additionally, we are meticulous about implementing legal and other standards to continuously improve our organizational culture and ensure compliance with regulatory requirements.



**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)?**

Yes. We have a Group Term Life Policy for permanent employees and permanent workers. Our organization has broadened its offerings to include life insurance and additional compensation packages. These enhancements are designed to provide a comprehensive benefits package that caters to the diverse needs of our employees. This is part of our ongoing commitment to employee welfare and satisfaction. We believe that by providing these benefits, we can help secure the financial future of our employees and their families, while also acknowledging their valuable contribution to our Company.

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

A compliance assessment is carried out for value chain partners to ensure deduction and payment of statutory dues. Compliance check is performed by reviewing the proof of remittance of PF and ESI etc.

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



	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
 Employees	Nil	NA	Nil	NA
 Workers	Nil	NA	Nil	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

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)

Yes. Bajel is exploring the opportunities to facilitate continued employability of its employee's post-retirement or termination of employment.

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*	Nil
 Working Conditions**	Nil

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.

Not Applicable, as there are no assessments conducted on health & safety practices and working conditions for 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.

At Bajel Projects Ltd, our commitment to value creation extends beyond operational excellence to embrace a people-centric philosophy, firmly rooted in stakeholder inclusivity. Recognizing the pivotal role stakeholders play in our journey, we adopt a strategic approach to engagement that aligns with our overarching decision-making process.

To ensure a comprehensive understanding of our stakeholder landscape, we meticulously identify key groups, prioritizing them based on their reciprocal influence with the Company's performance and operations. Our stakeholders encompass a diverse spectrum, including the esteemed board and leadership team, investors, valued customers, trusted vendors, dedicated employees, and the communities we serve.

The essence of our approach lies in tailored engagement strategies crafted for each stakeholder group. By acknowledging the unique needs and expectations of these distinct entities, we cultivate meaningful relationships that go beyond transactional interactions. This nuanced approach fosters an environment where open communication thrives, and the exchange of ideas and concerns is actively encouraged.

Through these engagement initiatives, we not only listen but actively respond to stakeholder feedback. This two-way communication forms a robust feedback mechanism, enabling us to identify and promptly address any concerns raised by our stakeholders. By embracing stakeholder insights, we fortify our commitment to responsible and sustainable business practices, ensuring that the impact of our decisions resonates positively across the entire spectrum of our stakeholders. At Bajel Projects Ltd, our dedication to stakeholder engagement is not just a practice; it's a cornerstone of our value creation journey.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual general meetings	Annually	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Financial growth</li> <li>Financial ethics</li> </ul>
Client	No	Email, Physical meetings, WhatsApp Communication	Need-based	<ul style="list-style-type: none"> <li>Scope of work quality safety</li> <li>Payments</li> <li>Project Progress, Resource allocation</li> </ul>
Employees & workers	No	Emails, meetings, Communication through digital platform, trainings and L&D activities, rewards and recognition, employee survey.	Ongoing and need based	<ul style="list-style-type: none"> <li>Career enhancement and growth opportunities</li> <li>Employee benefits</li> <li>Occupational health and safety</li> <li>Rewards and recognitions</li> <li>Learning and development interventions</li> <li>Awareness about the policies and processes of the organization. To more connect with employees for better engagement.</li> </ul>
Vendors, suppliers & alliance partners	No	Email, Physical meeting, WhatsApp Communication	Need-based	<ul style="list-style-type: none"> <li>Scope of Work, quality-safety</li> <li>Payments Project</li> <li>Delivery Schedule</li> </ul>
Communities	Yes	Physical meeting, Pamphlet distribution	Ongoing and need based	NA
Central, State and local governments and various Statutory and Regulatory Bodies	No	Email, Physical meetings	Need-based	Seeking License, Administrative Support, Law & Order etc.
Trade associations	No	Email, Communication Meetings, Notice Board	Annually/ Half yearly/ Quarterly	Awareness about the policies and processes of the organization. To more connect with employees for better engagement.

## 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.**

We carry periodical consultations on economic, environmental and social topics with the identified stakeholders through the stakeholder engagement plan. Our stakeholder consultations are carried out on need basis through various modes and channels. The feedback from such consultations is taken via physical meetings, virtual calls, emails, phone calls, surveys, and other modes of communication. As a responsible corporate, we always strive to improve the performance of the Company on sustainability issues by taking continuous feedback from the stakeholders.

**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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. We are in the process of identifying Environment, Social and Governance (ESG) related material issues which are relevant to the Company by conducting a materiality assessment. We intend to identify the material issues in a holistic manner by considering the survey results of various stakeholders, sustainability frameworks and priorities on ESG material issues considered by the peer companies. Once the materiality assessment is completed, we prioritize the ESG material issues and Key Performance Indicators (KPIs) aligning with the sustainability strategy and incorporating them into the policies of the Company.

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

We have a dedicated team and committees for implementation of CSR projects addressing the concerns of vulnerable/ marginalized groups. We endeavour to design suitable CSR initiatives and projects for uplifting the marginalized group nearby our operations. An appropriate grievance redressal mechanism is also in place to address and resolve the grievances, if any. We maintain cordial relationship with all vulnerable and marginalized groups by addressing their concerns in a timely manner.

## 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	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	583	480	82.33%	NA	NA	NA
Other than Permanent	286	Nil	NA	NA	NA	NA
<b>Total Employees</b>	869	480	55.24%	NA	NA	NA
<b>Workers</b>						
Permanent	83	83	100%	NA	NA	NA
Other than Permanent	980	Nil	NA	NA	NA	NA
<b>Total Workers</b>	1063	83	7.81%	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited



**2. Details of minimum wages paid to employees and workers.**

Category	2023-24					2022-23				
	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	583	Nil	NA	583	100%	NA	NA	NA	NA	NA
Male	554	Nil	NA	554	100%	NA	NA	NA	NA	NA
Female	29	Nil	NA	29	100%	NA	NA	NA	NA	NA
Other than permanent	286	Nil	NA	286	100%	NA	NA	NA	NA	NA
Male	277	Nil	NA	277	100%	NA	NA	NA	NA	NA
Female	9	Nil	NA	9	100%	NA	NA	NA	NA	NA
Workers										
Permanent	83	Nil	NA	83	100%	NA	NA	NA	NA	NA
Male	83	Nil	NA	83	100%	NA	NA	NA	NA	NA
Female	NA	Nil	NA	Nil	NA	NA	NA	NA	NA	NA
Other than permanent	980	980	100%	Nil	NA	NA	NA	NA	NA	NA
Male	956	956	100%	Nil	NA	NA	NA	NA	NA	NA
Female	24	24	100%	Nil	NA	NA	NA	NA	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in lakhs)	Number	Median remuneration/ salary/wages of respective category (₹ in lakhs)
Board of Directors (BoD)*	2	1,34,43,883	Nil	NA
Key Managerial Personnel**	4	1,36,70,148	Nil	NA
Employees other than BoD and KMP	550	9,91,116	29	8,91,024
Workers	83	8,21,745	Nil	NA

\*The Board of Directors comprises of 6 Directors, 2 Executive Director and 4 Non-Executive Directors including 1 Women Director. In the above table for calculation of median remuneration, only Executive Directors are considered.

\*\* The Key Managerial Personnel comprises of 4 members of which 2 members are Board of Directors.

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	4.37%	NA

**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, the human rights grievance redressal mechanism is monitored under a Code of Conduct (COC) Committee. Aggrieved parties are encouraged to report concerns to 'Compliance Committee' constituted under the Company's Code of Conduct for Employees ("COC Committee"), through a formal complaint at [compliance.manager@bajelprojects.com](mailto:compliance.manager@bajelprojects.com). All employees and workers are encouraged to report human rights related violations with respect to injustice, criticism, unfairness or violation of dignity through the procedure defined in the Human Rights & whistle-Blower policy.

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

Yes, the Company has a grievance redressal mechanism to report human rights related violations such as child labor and forced labor etc. The human rights grievance redressal mechanism is monitored by a Code of Conduct (COC) Committee. Aggrieved parties are encouraged to report concerns to COC Committee, through a formal complaint at [compliance.manager@bajelprojects.com](mailto:compliance.manager@bajelprojects.com). Evaluation and investigation of human rights related grievances are carried out and necessary action will be taken by the relevant department depending on the nature and severity of the grievance on priority basis. All employees and workers are encouraged to report human rights related violations with respect to injustice, criticism, unfairness or violation of dignity through the procedure defined in the Human Rights & whistle-Blower policy.

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

	FY2024		FY2023	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	Nil	Nil	NA	NA
Discrimination at workplace	Nil	Nil	NA	NA
Child Labor	Nil	Nil	NA	NA
Forced Labor/ Involuntary Labor	Nil	Nil	NA	NA
Wages	Nil	Nil	NA	NA
Other human rights related issues	Nil	Nil	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

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

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	NA
Complaints on POSH as a % of female employees / workers	Nil	NA
Complaints on POSH upheld	Nil	NA

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

We have an established Whistle Blower policy to ensure transparency and ethical business conduct across all business operations of the Company. The concerns raised by employees and workers are kept completely confidential. An appropriate procedure is in place to prevent any adverse consequences to the complainant in discrimination and harassment cases and has the following features:

- Make protected disclosure of any issue or concern.
- The Identity of the whistle blower shall be kept confidential and shall be disclosed only on need-to-know basis.
- Any employee or worker assisted in the investigation or furnishing evidence shall also be protected to the same extent as the whistle blower.
- Protection to whistle blower shall be available provided that protected disclosure is:
  - Made in good faith.
  - The whistle blower has reasonable information or documents to support the concern.
  - Not for personal gain or animosity against the subject.
- If protected disclosures made under whistle blower policy found to be mala fide, then frivolous or malicious complaints shall be liable to disciplinary action as decided by the Committee constituted under the Whistle Blower Policy.

Any kind of retaliation against any employee who reports or provides information on discrimination and harassment is strictly prohibited. We ensure complete protection of Whistle Blower against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behavior. The Company has taken several steps to minimize difficulties, which the whistle blower may experience as a result of making the protected disclosure.

In instances where harassment occurs between the employees and is not covered under the POSH Policy, such as non-sexual harassment or harassment of men, employees are encouraged to report the incident to the Compliance Committee. This ensures that appropriate action can be taken to address the issue and prevent its recurrence. Confidentiality is paramount throughout the reporting and investigation process. All employees are expected to maintain confidentiality regarding the proceedings to protect the privacy and dignity of those involved.

By upholding these principles and providing avenues for reporting and addressing harassment, the Company aims to foster a safe, respectful, and inclusive work environment for all employees.

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

Yes. Our human rights related policy is applicable to value chain partners including suppliers, vendors and contractors etc. Prior to execution of any business activity, our value chain partners should provide self declaration adhering to human rights policy of the Company. Any violation on human rights policy or principles shall be promptly reported to the Company to take an appropriate action mitigating the risks. Through implementation of human rights policy across the value chain of the Company, we maintain high standards of ethical conduct that we uphold internally on human rights aspects. We expect our suppliers, vendors and contractors to adhere to human rights principles, including the prohibition of child labor, forced labor and discrimination. We engage in transparent and fair procurement practices and actively monitor the adherence to human rights related laws, standards, regulations and guidelines by our suppliers, vendors and contractors etc. Our human rights policy is available on Company's intranet.

**10. Assessments for the year:**

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%

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

The Company mandates that all employees promptly report any incidents of discrimination, harassment, or retaliation they experience or witness, regardless of the identity or position of the offender. These reports are taken seriously and will be promptly and thoroughly investigated.

Harassment in any form is considered misconduct and is strictly prohibited by the Company. Any employee found to be in violation of this Policy may face disciplinary action, as determined by the Company. It's important to note that employees who engage in unlawful harassment are not considered representatives of the Company, and as such, they will be held personally liable for their conduct in accordance with the law.

Furthermore, the Company unequivocally prohibits any form of retaliation against the complainant, or any witnesses involved in reporting incidents of discrimination, harassment, or retaliation. This ensures that employees feel safe and supported when coming forward with concerns, without fear of reprisal.

By enforcing these measures, the Company demonstrates its commitment to maintaining a respectful and inclusive work environment, where all employees are treated with dignity and respect. Additionally, we have not found any significant risks/concerns in this regard.

## LEADERSHIP INDICATORS

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

Not applicable. As there are no grievances related to human rights, there is no requirement to modify or change business processes.

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

We are compliant with relevant laws and contribute to positive human rights outcomes in the communities and environments where we operate.

**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, most of the premises/offices of the Company are accessible to differently abled employees and workers. The Company in its endeavor to promote an inclusive workplace provides facilities such as ramps to make its offices accessible to differently abled employees and workers. The Company's offices in Mumbai (Sion) are accessible to employees with disabilities. The management is developing a plan to ensure that all of Company's facilities are accessible to differently abled employees and workers. This initiative underscores the Company's commitment to cultivating an environment where every individual, irrespective of physical abilities, can actively engage and contribute to the organization's prosperity.

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

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labor	Nil
Forced Labor/Involuntary Labor	Nil
Wages	Nil

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

No significant risks/ concerns have been reported in the financial year FY 2023-24. Hence, no corrective actions are required.

## PRINCIPLE 6:

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



BAJEL is committed to the conservation of natural resources and strives to create a secure, fair, and inclusive environment that fosters the growth and prosperity of communities and the natural ecosystem. The Company actively conducts rigorous environmental impact assessments to comprehensively evaluate its operations. Through these assessments, BAJEL identifies specific focus areas aimed at minimizing any adverse impact on climate change parameters.

By integrating environmental impact assessments into its practices, the Company demonstrates a proactive approach to sustainability. The identification of focus areas allows BAJEL to implement targeted strategies and initiatives to reduce its carbon footprint, enhance resource efficiency, and contribute positively to mitigating climate change.

**Essential Indicators:****1. Details of total energy consumption (in GJ) and energy intensity, in the following format:**

Parameter	FY 2024	FY 2023
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	1,390	NA
Total fuel consumption (B) (GJ)	Nil	NA
Energy consumption through other sources (C) (GJ)	Nil	NA
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>1,390</b>	<b>NA</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	7,958	NA
Total fuel consumption (E)	36,066	NA
Energy consumption through other sources (F)	NIL	NA
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>44,024</b>	<b>NA</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>45,414</b>	<b>NA</b>
Energy intensity per lakh rupee of turnover	0.38	NA
<b>Energy intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	8.70	NA
Energy intensity in terms of physical output (GJ/MT)*	NA	NA

\*As the major share of revenue is generated from EPC business and only minor share of revenue is generated from products manufactured, we are not disclosing the energy intensity in terms of physical output.

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

**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 assessment/evaluation/assurance has been carried out by an external agency.

**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.**

Our manufacturing units are not covered by the PAT scheme.

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

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Nil	NA
(ii) Groundwater	Nil	NA
(iii) Third party water	33,529	NA
(iv) Seawater / desalinated water	Nil	NA
(v) Others	Nil	NA
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>33,529</b>	<b>NA</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>2,746</b>	<b>NA</b>
Water intensity per lakh rupees of turnover	0.023	NA
<b>Water intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	<b>0.53</b>	<b>NA</b>
Water intensity in terms of physical output (KL/MT)	NA	NA
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA

\*As the major share of revenue is generated from EPC business and only minor share of revenue is generated from products manufactured, we are not disclosing the water intensity in terms of physical output.

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

**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 assessment/evaluation/assurance has been carried out by an external agency.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024	FY 2023
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	Nil	NA
- With treatment – Please specify level of treatment	Nil	NA
(ii) To Groundwater		
- No treatment	Nil	NA
- With treatment – Please specify level of treatment	Nil	NA
(iii) To Seawater		
- No treatment	Nil	NA
- With treatment – Please specify level of treatment	Nil	NA
(iv) Sent to third parties		
- No treatment	30,783	NA
- With treatment – Please specify level of treatment	Nil	NA
(v) Others		
- No treatment	Nil	NA
- With treatment – Please specify level of treatment	Nil	NA
<b>Total water discharged (in kiloliters)</b>	<b>30,783</b>	<b>NA</b>

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

**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 assessment/evaluation/assurance has been carried out by an external agency.

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

Yes, we have implemented a ZLD at one facility, emphasizing the reuse of water resources, alongside a Sewage Treatment Plant (STP) that produces 2746 kiloliters of water dedicated to gardening purposes. This initiative showcases our commitment to sustainable water management practices, ensuring minimal discharge of liquid waste and maximizing the repurposing of water within our operations. The STP not only efficiently treats wastewater but also contributes to the generation of a substantial volume of water specifically intended for landscaping and gardening needs. This integrated approach aligns with our dedication to environmental responsibility and underscores our role in promoting eco-friendly practices and resource efficiency within our industry.

**Trade Effluent:** “Spent” constitutes the sole effluent discharge originating from the factory premises, falling under hazardous waste category 12.2. Our operation protocol involves the comprehensive collection of this spent effluent via tanker units, followed by its diligent transfer of duly authorized recyclers. These specialized facilities play a pivotal role by incorporating the spent effluent or acid as a crucial raw material within their processing procedures. Consequently, our meticulous approach ensures that every drop of trade effluent is effectively diverted from external streams, guaranteeing its confinement within the factory's operational domain. This proactive measure underscores our commitment to environmental stewardship, as it mitigates the risk of any trade effluent contaminating external waterways or ecosystems beyond the factory confines.

**Sewage Effluent:** The factory diligently manages all generated sewage effluent by subjecting it to treatment through its Sewage Treatment Plant (STP). Following treatment, the resulting water is repurposed solely for in-house gardening activities.

Expanding upon this, the factory's Sewage Treatment Plant employs a series of advanced processes to ensure the effective purification of sewage effluent. These processes may include sedimentation, biological treatment, filtration, and disinfection, among others, to remove impurities and contaminants from the wastewater. Once treated, the water meets stringent quality standards suitable for safe utilization in gardening applications within the factory premises.

By repurposing the treated water for in-house gardening purposes, the factory optimizes resource utilization while simultaneously minimizing environmental impact. This sustainable practice not only conserves freshwater resources but also reduces the volume of wastewater discharged from the facility. Additionally, utilizing treated sewage effluent for gardening helps foster a green environment within the factory premises, contributing to employee well-being and enhancing the overall aesthetics of the surroundings.

**6. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.**

Parameter	Unit	FY 2024	FY 2023
Nox	µg/m <sup>3</sup>	Nil	NA
Sox	µg/m <sup>3</sup>	37.1	NA
Particulate matter (PM)	mg/m <sup>3</sup>	27.4	NA
Persistent organic pollutants (POP)	mg/m <sup>3</sup>	Nil	NA
Volatile organic compounds (VOC)	mg/m <sup>3</sup>	Nil	NA
Hazardous air pollutants (HAP)	mg/m <sup>3</sup>	Nil	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

**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 assessment/evaluation/assurance has been carried out by an external agency.

**7. Provide details of GHG emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following formats.**

Parameter	Specify units	FY 2024	FY 2023
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,893	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,583	NA
<b>Total Scope 1 and Scope 2 emissions per Lakhs of turnover</b>		0.029	NA
<b>Total Scope 1 and Scope 2 emission intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.67	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output*		NA	NA

\*As the major share of revenue is generated from EPC business and only minor share of revenue is generated from products manufactured, we are not disclosing the GHG emissions intensity in terms of physical output.

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

**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 assessment/evaluation/assurance has been carried out by an external agency.

**8. Does the entity have any project related to reducing GHG emissions? If yes, then provide details.**

Our Company has implemented a solar project designed to generate a significant amount of energy, specifically 222472.22 kWh. This initiative is a proactive measure aimed at reducing GHG emissions. By harnessing solar power, we contribute to a cleaner and more sustainable energy landscape, aligning with global efforts to combat climate change. The solar project serves as a tangible manifestation of our commitment to environmental responsibility. The renewable energy generated not only aids in powering our operations but also plays a crucial role in minimizing our carbon footprint. This investment in sustainable energy sources not only reflects a forward-thinking approach but also positions our Company as a leader in adopting eco-friendly practices within the business sector.



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

Parameter	FY 2024	FY 2023
	Total Waste generated (in MT)	
Plastic waste (A)	Nil	NA
E-waste (B)	Nil	NA
Bio-medical waste (C)	Nil	NA
Construction and demolition waste (D)	Nil	NA
Battery waste (E)	Nil	NA
Radioactive waste (F)	Nil	NA
Other Hazardous waste. Please specify, if any. (G)	8,381	NA
Other Non-hazardous waste generated (H). Please specify, if any.	4,951	NA
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>13,332</b>	<b>NA</b>
Waste intensity per lakhs of turnover	0.11	NA
<b>Waste intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	2.55	NA
Waste intensity in terms of physical output (MT/MT)	NA	NA
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA

\*As the major share of revenue is generated from EPC business and only minor share of revenue is generated from products manufactured, we are not disclosing the waste intensity in terms of physical output

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

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

At present, we have not conducted any independent assessment, evaluation, or assurance by an external agency.

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes):**

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Recycled	Nil	NA
(ii) Re-used	Nil	NA
(iii) Other recovery operations	Nil	NA
<b>Total</b>	<b>Nil</b>	<b>NA</b>

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

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

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Incineration	Nil	NA
(ii) Landfilling	73	NA
(iii) Other disposeable operations	13,260	NA
<b>Total</b>	<b>13,333</b>	<b>NA</b>

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

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

The installation of a Flux Reduction System at Bajel Industries marks a significant advancement in our operational efficiency, particularly in combating the formation of zinc ash and dross. This innovative system is designed to address the challenges associated with these by-products, offering a tailored solution to enhance our production processes.

The Flux Reduction System operates by minimizing the formation of zinc ash and dross during various industrial processes, thereby optimizing resource utilization and reducing waste. It incorporates state-of-the-art technology and a meticulous process control mechanism to streamline operations.



One key benefit of this system is its impact on operational costs. By mitigating the formation of zinc ash and dross, we not only minimize material loss but also enhance the overall efficiency of our processes. This translates into improved resource management and cost-effectiveness, contributing to the sustainability of our operations.

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

Bajel does not have operations or offices situated in or around ecologically sensitive areas.

**12. Detailed environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.**

We have not conducted environmental impact assessment in the financial year 2023-24 as there is no such compliance requirement as per the applicable laws.

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

Sr.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
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Yes. The Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

## LEADERSHIP INDICATORS

**1. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):**

**1. Provide the following details related to water discharged:**

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kiloliters)</b>		
(i) To Surface water	Nil	NA
(ii) Groundwater	Nil	NA
(iii) Third party water	33,529	NA
(iv) Seawater / desalinated water	Nil	NA
(v) Others	Nil	NA
<b>Total volume of water withdrawal (in kiloliters)</b>	33,529	NA
<b>Total volume of water consumption (in kiloliters)</b>	2,746	NA
Water intensity per lakhs of turnover	0.023	NA
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity (KL/MAh)	NA	NA
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	Nil	NA
- No treatment	Nil	NA
- With treatment – please specify level of treatment	Nil	NA
(ii) Into Groundwater		
- No treatment	Nil	
- With treatment – please specify level of treatment	Nil	
(iii) Into Seawater		
- No treatment	Nil	NA
- With treatment – please specify level of treatment	Nil	NA
(iv) Sent to third parties		
- No treatment	30,783	NA
- With treatment – please specify level of treatment	Nil	NA
(v) Others		
- No treatment	Nil	NA
- With treatment – please specify level of treatment	Nil	NA
<b>Total water discharged (in kiloliters)</b>	<b>30,783</b>	<b>NA</b>

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited.

**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 assessment/evaluation/assurance has been carried out by an external agency.

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

Bajel has not initiated the process of inventorying Scope 3 emissions, which encompass indirect emissions associated with activities outside the Company's direct control, such as those from the supply chain, business travel, and product use. However, recognizing the importance of comprehensively understanding and managing our environmental impact, we are actively planning to undertake this inventory in the near future.

Parameter	Unit	FY2024	FY2023
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not monitored	NA
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA

Note: As Bajel was listed on December 19, 2023, our reporting pertains solely to the financial year subsequent to our listing. Therefore, FY 2023 is not applicable to Bajel Projects Limited

**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 assessment/evaluation/assurance has been carried out by an external agency.

**3. 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.**

None of our facilities falls under the ecologically sensitive areas. Therefore, there is no significant direct & indirect impact of the entity on biodiversity.

**4. 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
1	SOLAR	The solar project serves as a tangible manifestation of our commitment to environmental responsibility. The renewable energy generated not only aids in powering our operations but also plays a crucial role in minimizing our carbon footprint	A solar project that our firm has executed is intended to produce 33389 kWh, or a substantial quantity of electricity. The goal of this proactive project is to cut greenhouse gas emissions by 258.39 MT.
2	ZLD	The ZLD project is a noteworthy demonstration of responsible water management practices. By adopting a zero liquid discharge approach, our Company not only minimizes its environmental impact but also maximizes the reuse of water resources within its operations.	The factory diligently manages all generated sewage effluent by subjecting it to treatment through its Sewage Treatment Plant (STP). Following treatment, the resulting 3813 KL water is repurposed solely for in-house gardening activities.

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

Bajel was part of Bajaj Electricals Ltd (BEL) during which the business continuity and disaster management plan of BEL was in place. However, post demerger of the Bajel from BEL we are developing our own business continuity and disaster management plan in line with the requirements of business operations and type of projects being implemented.

**6. 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.**

Nil

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

None.

**PRINCIPLE 7:**

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



**Essential Indicators:**

**1. a. Number of affiliations with trade and industry chambers / associations:**

Bajel is affiliated with four trade and industry chambers. These affiliations serve as valuable connections to various sectors and industries, providing opportunities for networking, collaboration, and staying informed about industry trends, regulations, and best practices. Through these affiliations, Bajel can actively engage in advocacy efforts, contribute to policy discussions, and access resources and expertise to support its business objectives. Such partnerships demonstrate Bajel's commitment to fostering strong relationships within the business community and actively participating in broader economic landscape.

**b. 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.**

Sr.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Central Board of Irrigation and Power	National
2	Confederation of Indian Industry	National
3	Indian Electrical and Electronics Manufacturers Association	National
4	Ranjangaon Industries Association	State

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

We have not received any adverse orders from regulatory authorities prompting such actions. We remain committed to upholding fair and competitive practices within our operations, continuously monitoring and adhering to regulatory guidelines to ensure compliance and integrity in all our endeavors.

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

**LEADERSHIP INDICATORS**

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

Sr.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
	NA	NA	NA	NA	NA

**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 FY 24**

SIA were not applicable to the Company as per the applicable laws. Therefore, we have not conducted during the financial year 2023-24.

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

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

Not Applicable, as we do not have any projects that require rehabilitation and resettlement (R&R) in the financial year FY 2023-24 as per the applicable law.

Sr.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)
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Not Applicable

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

Our Stakeholder Engagement policy highlights our commitment to understand the concerns of stakeholders including those who are disadvantaged, vulnerable and marginalised and prioritise their concerns and work towards addressing these concerns in an equitable and transparent manner.

In case of any violations, a complaint can be made to the Corporate Management Committee (CMC) which should be addressed to the Company Secretary & Compliance Officer, whose contact details made available on the website of the Bajel.

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

Sr.No.	Category of waste	FY 2024	FY 2023
1.	Directly sourced from MSMEs/ small producers	27%	NA
2.	Directly from within India	100%	NA

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

Location	FY 2024	FY 2023
Rural	2.31	NA
Semi-urban	24.96	NA
Urban	19.39	NA
Metropolitan	53.34	NA

\*In accordance with the Demerger Scheme, the above details are provided from the schemes effective date i.e. from september 1 ,2023 to march 31,2024

**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, as there is no requirement of social impact assessment in the financial year FY 2023-24.

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Bajel has not undertaken any Corporate Social Responsibility (CSR) projects specifically targeted at designated aspirational districts.

Sr.No.	State	Aspirational District	Amount Spent (in INR)
Not Applicable			

3. a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - No**  
 b. **From which marginalized /vulnerable groups do you procure? - Not applicable**  
 c. **What percentage of total procurement (by value) does it constitute? - Not Applicable**

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

Sr.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

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

Not applicable

**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.**

We have a grievance redressal mechanism to receive and respond to complaints and feedback received from our customers. To address the complaints & grievances in a timely manner, we have multiple channels of communication such as emails, physical meetings etc. These channels provide a convenient and accessible means for customers to reach out to us with their concerns and suggestions. By leveraging these diverse channels, we aim to provide a responsive and customer-centric approach to addressing customer inquiries, complaints, and feedback, ultimately enhancing customer satisfaction and loyalty. In addition, our sales teams and distributors regularly interact with our customers on a proactive basis to understand the improvement areas for delivering better 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	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

	FY 2024		Remarks	FY 2023		Remarks
	Received during the year	Pending resolution at end of the year		Received during the year	Pending resolution at end of the year	
Data privacy	Nil	Nil	NA	NA	NA	NA
Cyber-security	Nil	Nil	NA	NA	NA	NA
Delivery of essential services	Nil	Nil	NA	NA	NA	NA
Restrictive trade practices	Nil	Nil	NA	NA	NA	NA
Unfair trade practices	Nil	Nil	NA	NA	NA	NA
Others	Nil	Nil	NA	NA	NA	NA

**4. Details of instances of product recalls on accounts of safety issues**

Not applicable, as our focus is solely on Power Transmission and Power Distribution. Our commitment to stringent safety standards and quality control measures ensures that our products meet and exceed regulatory requirements, minimizing any potential risks to customers and end-users.

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

**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**

Consequent to the completion of demerger, BEL and Bajel currently share IT infrastructure. Consequently, we are adhering to BEL existing IT policy. However, recognizing the unique needs and operations of BAJEL, efforts are underway to develop a tailored IT policy specifically suited to BAJEL's requirements.

**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**

Information Security Incident Management Planning and Preparation: An incident management approach at BAJEL outlines how responsibilities and procedures will be established to ensure a timely, effective, and orderly response to address weaknesses, events, and security incidents. Procedures for incident, event, and weakness response planning shall be clearly defined in advance of any incidents occurring and approved by BAJEL.

Information Security weaknesses, both actual and suspected, should be reported through various channels such as email, phone line, and the Company's internal network. Additionally, users must refrain from testing the existence of vulnerabilities in any information facility, system, or application.

BAJEL will maintain a centralized tracker of Information Security weaknesses. Reported events will be analyzed and classified as information security incidents based on defined criteria and their potential impact. If necessary, the Information Security team will have the necessary rights to access systems and applications for forensic purposes.

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: None

## LEADERSHIP INDICATORS

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

Detailed information about our products and services can be accessed by visiting our official website hosted at <https://bajelprojects.com>. Our website serves as a comprehensive platform about the various solutions we provide.

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

We provide comprehensive information to our esteemed customers about our services through Company's catalogues and disclosure of information through websites and email communications etc. In case of any queries further, our consumers can write an email to sales departments or project coordinators engaged for the respective project by the Company.

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

We have established a robust mechanism to monitor and manage any potential risks of disruption or discontinuation of our services across all projects. In case of any such risk, we inform our customers through various channels such as sales team, service providers, project coordinators, website, email communication etc. This helps us to ensure that our customers are well informed and can take the necessary steps to mitigate any potential impact on their business. Additionally, we continuously review and update our contingency plans to ensure that we are always prepared to manage any unexpected business disruptions.

**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 we are solely engaged in Power Transmission and Power Distribution.