



# Business Responsibility and Sustainability Report (BRSR)

SECTION A	General disclosures
SECTION B	Management and process disclosures
SECTION C	Principle-wise performance disclosures


Principle 1	◆	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
Principle 2	◆	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	◆	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	◆	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	◆	Businesses should respect and promote human rights
Principle 6	◆	Businesses should respect and make efforts to protect and restore the environment
Principle 7	◆	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	◆	Businesses should promote inclusive growth and equitable development
Principle 9	◆	Businesses should engage with and provide value to their consumers in a responsible manner

Bajel Projects Limited ("Bajel"/ "Company"), a distinguished name in the power infrastructure sector, stands at the forefront of engineering, procurement and construction (EPC) services in India and abroad. Formerly a part of Bajaj Electricals Limited under its EPC segment, Bajel has evolved into an independent entity, carrying forward a legacy of over 20 years of excellence, innovation and sustainability.

With a robust presence in Power Transmission, Power Distribution, Monopoles, and International EPC, Bajel Projects has successfully executed over 8,686 circuit kilometers of Extra High Voltage (EHV) transmission lines and more than 43 AIS/GIS substation projects. The Company has also electrified over 50,000 villages and facilitated more than 2.6 million service connections, significantly contributing to rural and urban electrification across India.


Bajel's state-of-the-art manufacturing facility at Ranjangaon, Maharashtra, spans 67,840 sq. m. and produced 44,741 MT in FY'25. This facility is equipped with advanced machinery and adheres to global quality and environmental standards, including ISO 9001:2015 (Quality Management Systems), ISO 14001:2015 (Environmental Management Systems), ISO 45001:2018 (Occupational Health & Safety Management Systems) and ISO 3834-2:2005 (Quality Requirements for Fusion Welding of Metallic Materials).

As a responsible corporate citizen, Bajel Projects Limited is committed to sustainable development, ethical governance, and inclusive growth. This BRSR outlines the Company's initiatives, performance, and future roadmap in alignment with the principles of environmental stewardship, social responsibility, and transparent governance.




Environment:

Bajel Projects is committed to reducing its environmental footprint. The Company has implemented measures to minimize industrial waste, particularly zinc ash and dross, and is continuously enhancing its process capabilities to optimize resource usage. Bajel adheres strictly to environmental regulations, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act.



Social:

The Company fosters inclusive growth by employing a diverse workforce of over 1,000 individuals, including women in leadership roles. Bajel prioritizes employee welfare, ensuring the well-being of both permanent and non-permanent staff. It upholds human rights across its operations and value chain and actively engages with stakeholders to maintain transparent and responsive communication.



Governance:

Bajel Projects has established a robust framework grounded in ethical conduct and accountability. The Company enforces a comprehensive Code of Conduct for its directors, senior management and maintains clear policies on whistleblower protection and fair disclosure. Bajel also ensures compliance with all regulatory requirements and engages responsibly with public and regulatory bodies. Its commitment to transparency is reflected in its detailed Business Responsibility Sustainability reporting, aligned with the National Guidelines on Responsible Business Conduct (NGRBC).

## 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. Our manufacturing facility, located in Ranjangaon MIDC, Pune, is equipped with world-class infrastructure and technology.

## I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31900MH2022PLC375133
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	E-mail	<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, 2024 – March 31, 2025
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	₹ 2,312.05 lacs/- as on March 31, 2025
12	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Ajay Suresh Nagle, Executive Director, Company Secretary & 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	Not Applicable
15	Type of assurance obtained	Not Applicable

Note: In the previous financial year (FY 2023-24), the reporting scope for BRSR excluded Engineering, Procurement, and Construction (EPC) sites due to the ongoing demerger of Bajel Projects Limited from Bajaj Electricals Limited. As the demerger process has since been completed, accordingly, for the current reporting year (FY 2024-25), all EPC sites under Bajel Projects Limited have been included in the scope of BRSR disclosures. This expanded coverage ensures a more comprehensive and transparent representation of our sustainability performance across all operational locations. This change may result in variations in year-on-year data comparisons due to the broader reporting.

## II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1.	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):

S. 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:

S. No.	Location	Number of plants	Number of offices	Total
1.	National	3	7	10
2.	International	Nil	2	2

#### 19. Markets served by the entity

##### a. Number of locations

S. 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?

During the financial year 2024-25, the Company achieved a total turnover of ₹2,59,823.65 lakhs, of which 2.49% (₹ 6,482.08 lakhs) was derived from export activities.

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

Bajel Projects Limited serves a wide-ranging and esteemed clientele across the power infrastructure and engineering sectors, both domestically and internationally. The Company is recognized for its ability to deliver reliable, scalable, and timely infrastructure solutions tailored to the needs of institutional and government stakeholders.

##### Key Customer Segments:

- **Government Utilities:** Bajel has implemented numerous large-scale electrification and transmission projects for public sector entities, contributing significantly to the development of power infrastructure in both rural and urban areas.
- **International Government Bodies:** Through its international operations, the Company has executed power transmission and distribution projects in various global regions, demonstrating its capability to manage complex projects across diverse environments.
- **Private Sector Institutions:** Bajel collaborates with private organizations to provide comprehensive EPC solutions in power transmission, distribution, and renewable energy, supporting infrastructure growth and sustainability goals.
- **Urban Infrastructure Authorities:** The Company has also contributed to modernization initiatives, including the deployment of advanced transmission technologies such as monopole-based systems in urban settings.

The EPC segment is a key focus area, primarily serving government institutions, including urban development bodies, as well as private institutional clients. Projects under this segment are typically long-term in nature, with durations ranging from two to three years. A significant portion of the Company's credit exposure is directed toward government entities, which contributes to financial stability and lower operational risk.

Bajel's customer base is broadly classified into two categories: Institutional Customers and Government/ Non-Government Entities. This diverse clientele underscores the Company's strong reputation and trusted partnerships across the infrastructure development ecosystem.

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	672	639	95.09	33	4.91
2.	Other than Permanent (E)	734	713	97.14	21	2.86
3.	Total employees (D + E)	1406	1352	96.16	54	3.84

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	83	83	100.00	Nil	NA
5.	Other than permanent (G)	6,308	6,282	99.59	26	0.41
6.	<b>Total workers (F+G)</b>	<b>6,391</b>	<b>6,365</b>	<b>99.59</b>	<b>26</b>	<b>0.41</b>

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		Differently abled Employees				
1.	Permanent (D)	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	3	Nil	NA

22. Turnover rate for permanent employees and workers

Category	FY 2025			FY 2024			FY 2023		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	20	30	21	13	15	13	NA	NA	NA
Permanent workers	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	NA

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

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

S. 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)
1	Bajaj Electricals Limited Employees' Welfare Fund No.1	Joint Venture	32.93%	No
2	Bajaj Electricals Limited Employees' Welfare Fund No.2	Joint Venture	32.93%	No
3	Bajaj Electricals Limited Employees' Welfare Fund No.3	Joint Venture	32.93%	No
4	Bajaj Electricals Limited Employees' Welfare Fund No.4	Joint Venture	32.93%	No
5	Bajaj Electricals Limited Employees' Housing Welfare Fund	Joint Venture	32.93%	No

VI. Corporate Social Responsibility (CSR) Details

24. I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- II. If yes, Turnover FY 2024-25 – ₹ 2,59,823.65 Lakhs
- III. Net worth FY 2024-25 - ₹4,906.42 Lakhs

## 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)  (If yes, then provide web-link for grievance redress policy) *	FY 2025			FY 2024		
		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	Nil	Nil	NA
Investors	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA

\*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

S. 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	Climate Risk	R	The Company operates in sectors such as power transmission, distribution, and EPC, which involve large-scale infrastructure often exposed to outdoor environments. These assets are vulnerable to physical climate risks like extreme weather, floods and heatwaves, especially given the Company's geographic spread across climate-sensitive regions. Such risks can disrupt operations, delay projects, and increase costs. Additionally, with long project lifecycles and growing stakeholder expectations around climate resilience, identifying and managing these risks is essential for ensuring long-term sustainability and operational continuity.	<ul style="list-style-type: none"> <li>Identify and map climate vulnerabilities across project locations by conducting climate risk assessments.</li> <li>Use weather-resistant materials and elevate critical infrastructure to withstand floods, heatwaves and storms.</li> <li>Diversify suppliers and maintain buffer stocks to minimize disruptions from climate-related events.</li> <li>Establish site-specific disaster preparedness protocols, including evacuation and backup systems.</li> <li>Build awareness and capacity among employees, contractors and local communities on climate resilience.</li> </ul>	Negative

S. 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)
2	Resource efficiency & waste management	O	Resource efficiency and waste management present a significant opportunity to enhance operational performance and sustainability. By optimizing the use of materials, energy, and water, the Company can reduce costs and improve project execution efficiency. Effective waste management not only ensures compliance with environmental regulations but also strengthens Bajel's reputation as a responsible infrastructure provider. These practices support innovation, align with client expectations for sustainable solutions, and contribute to long-term value creation, making them a strategic advantage in a competitive EPC landscape.	-	Positive
3	Sustainable Procurement	O	<p>Sustainable procurement offers a strategic opportunity to enhance environmental and social performance across its supply chain. By sourcing materials and services that are environmentally responsible, ethically produced, and resource-efficient, the Company can:</p> <ul style="list-style-type: none"> <li>• Improve supply chain resilience and reduce long-term costs.</li> <li>• Enhance brand reputation and meet the expectations of clients, especially government and institutional buyers who prioritize Environment, Safety and Governance (ESG) compliance.</li> </ul>	-	Positive

S. 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)
			<ul style="list-style-type: none"> <li>• Drive innovation by collaborating with suppliers offering sustainable solutions.</li> <li>• Ensure regulatory compliance and reduce exposure to environmental and social risks.</li> </ul>		
4	Occupational Health & Safety (OHS)	R	Employees and contractors are frequently exposed to high-risk environments such as construction sites, high-voltage installations, and remote project locations. Inadequate occupational health and safety measures can lead to serious incidents, including injuries, fatalities, and long-term health issues. These incidents not only pose ethical and legal liabilities but can also result in project delays, financial penalties, and reputational damage. Therefore, managing OHS effectively is critical to minimizing operational disruptions and ensuring compliance with national and international safety standards.	<ul style="list-style-type: none"> <li>• Implement a formal occupational health and safety management system aligned with ISO 45001 to systematically manage health and safety risks across all operations of the Company.</li> <li>• Conduct regular safety risk assessments at all project sites to identify and mitigate hazards.</li> <li>• Provide continuous safety training, toolbox talks, and emergency drills for employees and contractors.</li> <li>• Ensure mandatory and proper use of personal protective equipment (PPE) across all operations.</li> <li>• Establish a transparent system for reporting and investigating incidents, near-misses and unsafe conditions.</li> <li>• Monitor employee health through periodic medical check-ups and ensure access to medical support.</li> <li>• Involve senior leadership in safety governance and assign accountability for safety performance.</li> <li>• Track safety performance indicators and continuously improve safety protocols based on insights and best practices</li> </ul>	Negative

S. 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)
5	Labour Practices & Human Rights	R	As an EPC Company operating across diverse geographies and involving a large workforce, Bajel Projects Limited is exposed to potential risks related to labour practices and human rights. These include non-compliance with labour laws, unsafe working conditions, unfair wages, discrimination, or the use of child or forced labour especially through third-party contractors or suppliers. Such issues can lead to legal penalties, reputational damage, project delays, and loss of stakeholder trust. Moreover, increasing scrutiny from regulators, investors, and clients on ethical labour practices makes it essential for Bajel to proactively manage these risks.	<ul style="list-style-type: none"> <li>Human Rights Policy enforces a zero-tolerance stance on child labour and forced labour, actively fosters a culture of inclusion and diversity, and upholds the highest standards of occupational health and safety across all operations.</li> <li>Employee Rights upholds the right of all employees to freely associate and engage in collective bargaining, while ensuring accessible and transparent grievance redressal mechanisms to address concerns promptly and fairly.</li> <li>Implements ongoing training programs to educate employees and contractors on labour rights, ethical conduct, and human rights responsibilities, fostering a culture of accountability and respect.</li> <li>Operations in compliance with the National Guidelines on Responsible Business Conduct (NGRBC), ensuring that all business practices reflect ethical, legal, and socially responsible standards.</li> <li>Integrates human rights performance indicators into sustainability reporting framework and conducts Human Rights Due Diligence and regular internal audits to proactively identify and mitigate potential risks.</li> <li>Encourages workforce development through targeted skill-building initiatives and ensures equal access to opportunities for persons with disabilities..</li> </ul>	Negative



S. 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)
6	Community Engagement and Development	O	<ul style="list-style-type: none"> <li>Engaging with local communities builds trust and goodwill, which helps Bajel maintain smooth operations, especially in regions where infrastructure projects may impact local population.</li> <li>Proactively addressing community needs reduces the risk of opposition, protests, or delays due to social unrest or dissatisfaction.</li> <li>Demonstrating a commitment to inclusive development enhances Bajel's public image and stakeholder confidence, which is valuable for investors, clients, and regulators.</li> <li>Supporting community development aligns with India's NGRBC principles and global ESG frameworks, improving Bajel's ESG ratings and access to sustainable finance.</li> <li>Investing in the socio-economic upliftment of communities contributes to stable, long-term project environments and fosters economic ecosystems that support Bajel's growth.</li> </ul>		Positive

S. 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)
7	Ethical business practices	O	<ul style="list-style-type: none"> <li>Bajel has implemented a robust governance structure that includes a Code of Conduct, whistleblower protection, and fair disclosure policies, which enhance transparency and accountability.</li> <li>Ethical practices build long-term trust with stakeholders, including investors, regulators, and customers, which can lead to better market positioning and access to capital.</li> <li>A reputation for integrity and ethical conduct strengthens Bajel's brand and differentiates it in the competitive EPC (Engineering, Procurement, and Construction) sector.</li> <li>Ethical governance reduces the risk of legal penalties, regulatory scrutiny, and reputational damage, contributing to operational stability.</li> <li>A culture of ethics and fairness improves employee satisfaction, reduces turnover, and attracts top talent.</li> </ul>	-	Positive

S. 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	Transparency and Reporting	O	<ul style="list-style-type: none"> <li>Transparent reporting builds trust with investors, regulators, customers, and employees, enhancing Bajel's credibility and long-term stakeholder relationships.</li> <li>Clear and consistent ESG disclosures can improve Bajel's ESG ratings, making it more attractive to institutional investors and enabling access to sustainable finance.</li> <li>Transparent reporting helps identify and address potential ESG risks early, reducing the likelihood of regulatory penalties or reputational damage.</li> <li>Regular disclosures allow Bajel to benchmark its performance, set measurable goals, and drive continuous improvement in sustainability practices.</li> </ul>	-	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> <li>Product and Service Responsibility</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>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

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. (b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. (c) Web Link of the Policies, if available	<a href="https://bajelprojects.com/investor-relations.html">https://bajelprojects.com/investor-relations.html</a> Apart from the list of policies mentioned in the Company's website, the below mentioned policies are available in the Company's intranet: <ul style="list-style-type: none"> <li>Employee welfare fund policy</li> <li>Human rights policy</li> <li>Maternity benefits policy</li> <li>POSH policy</li> </ul>								

[illegible]

## 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 2024-25.								

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 policies. Financial and other regulatory audits are done by assigned auditing firm. External competent bodies are engaged for periodic audits over and above standard audit.								

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

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

Not Applicable

## 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 steadfast in its commitment to conducting business with integrity, ensuring that all operations are ethical, transparent, and accountable. Our objective is to strengthen business resilience and achieve sustainability goals through responsible governance. Compliance with the Company's code of conduct, policies, and guidelines is mandatory for all employees, reinforcing our dedication to ethical practices. We actively engage with stakeholders to foster trust, transparency, and accountability, creating a collaborative environment that supports mutual growth. By proactively implementing Environmental, Social and Governance (ESG) initiatives, BAJEL aligns its efforts with its sustainability vision, delivering environmentally friendly products and solutions across all business sectors. This comprehensive approach underscores our commitment to ethical leadership and sustainable development.



Performance Highlights	
ESG Pillar	Achievements
Governance	<ul style="list-style-type: none"> <li>100% Board of Directors and Key Managerial Personnel are covered under training programs.</li> <li>Zero complaints on Corruption / Bribery and Conflict of Interest.</li> </ul>


## Essential Indicators:



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

S. No.	Segment	Total number of training & awareness programs held	Topics / principles covered under the training	% of persons in respective category covered by the awareness programs
1	Board of Directors	1	1,4,6 principles  (Corporate Governance, Risk Management, Transparency and Accountability, ESG and Sustainability Integration, Shareholder Engagement and Responsiveness, Innovation and Digital Transformation Oversight and Regulatory Compliance and Engagement)	100
2	Key Managerial Personnel (KMP)	3	1,4,6 principles  (Corporate Governance, Risk Management, Transparency and Accountability, ESG and Sustainability Integration, Shareholder Engagement and Responsiveness, Innovation and Digital Transformation Oversight and Regulatory Compliance and Engagement)	100
3	Employees, other than Board of Directors and KMPs	67	5 topics  (Health & Safety, Code of Conduct, Whistleblower, POSH, Human Rights, skill based training)	88.86
4	Workers	3	7 topics  (Ethics & Code of Conduct, POSH, Basic Discipline at Workplace, PF & ESI Policy, Communication, First Aid and General Health Awareness)	49.40

## 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 2025

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

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)
 Compounding fee	Principle 6	Maharashtra Pollution Control Board (MPCB), Regional Office - Pune	5,00,000	Interim Directions from the MPCB: i. The Bank Guarantee of ₹ 5 Lakhs (Rupees Five Lakhs) submitted earlier to MPCB has been forfeited.  ii. MPCB has asked to submit a fresh bank guarantee of ₹ 10 Lakhs (Rupees Ten Lakhs).	No

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
Nil	NA

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

Yes. Bajel has 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 2025	FY 2024
1	Directors	Nil	Nil
2	Key Managerial Personnel	Nil	Nil
3	Employee	Nil	Nil
4	Workers	Nil	Nil

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

	Segment	FY 2025		FY 2024	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

**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.**

We confirm that there have been no instances of fines, penalties, or enforcement actions by regulatory bodies, law enforcement agencies, or judicial institutions pertaining to corruption or conflicts of interest. Therefore, no corrective actions were necessary.

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

Segment	FY 2025	FY 2024
Number of days of accounts payables	73	131

**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	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	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	FY 2025	FY 2024
Concentration of Sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	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)	18.14%	8.49%*
	b. Sales (Sales to related parties / Total Sales)	4.59%	3.86%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	8.14%*
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

\*Last year figures are re-stated

## 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



The Company emphasizes the importance of sustainable sourcing and material consumption to ensure the responsible production of goods, thereby decreasing reliance on natural resources while safeguarding and preserving them. The sourcing of materials is practiced in a responsible manner mitigating the ESG related risks. Compliance with regulatory standards and adherence to the Supplier Code of Conduct (SCoC) are mandatory for all suppliers. By aligning with the principles, our businesses deliver goods and services sustainably and safely, the Company is committed to integrating these values throughout its operations and Supply Chain.

### 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	FY 2025	FY 2024	Details of improvements in environmental and social impacts
1	R&D	Nil	Nil	NA
2	Capex	1.66%	Nil	<p><b>Rainwater Harvesting Units (RU 1, RU 2, RU 3):</b> Installation of rainwater harvesting systems has enhanced groundwater recharge, reduced surface runoff, and minimized dependency on external water sources, promoting water sustainability and resilience against drought conditions.</p> <p><b>Sewage Treatment Plant (STP RU2):</b> Commissioning of STP at RU2 has improved wastewater management by enabling water recycling for horticulture and flushing purposes, reducing freshwater consumption and lowering environmental pollution.</p> <p><b>BLDC Fans:</b> Replacement of conventional fans with energy efficient BLDC fans has contributed to reduced electricity consumption, thereby decreasing the carbon footprint and supporting energy conservation goals.</p>

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 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 generate 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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

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.
----------	-------------------------	---------------------------------	---	---	---

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.

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





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 2025	FY 2024

Not Applicable. Sourcing 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 tons) reused, recycled and safely disposed, as per the following format:

	FY 2025			FY 2024		
	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 comprises of 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**











We are committed to fostering diversity and inclusion across all our facilities, ensuring that our collaborative work environment promotes harmony, pride, and trust amongst employees and workers. Further, we conduct health and safety training and awareness programs based on best industry practices for workplace safety. Continuous tracking and monitoring of the well-being of employees and workers is implemented across all business units. We cultivate leadership and technical skills through regular training programs, engaging industry experts to enhance overall productivity and performance. Additionally, we prioritize the well-being and satisfaction of our employees and workers by implementing welfare programs.

Performance Highlights	
ESG Pillar	Achievements
Social	<ul style="list-style-type: none"> <li>100% of employees and workers are covered under well-being measures.</li> <li>100% return to work rate achieved.</li> <li>100% of employees and workers are covered under performance and career development reviews.</li> <li>Zero LTIFR and work-related injuries achieved for employees.</li> <li>Zero Complaints received on health &amp; safety and working conditions.</li> </ul>

**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	639	639	100	639	100	Nil	NA	639	100	639	100
👤 Female	33	33	100	33	100	33	100	Nil	NA	33	100
✚ Total	672	672	100	672	100	33	4.91	639	95.09	672	100
👥 Other than Permanent Employees											
👤 Male	713	713	100	Nil	NA	Nil	NA	Nil	NA	Nil	NA
👤 Female	21	21	100	Nil	NA	Nil	NA	Nil	NA	Nil	NA
✚ Total	734	734	100	Nil	NA	Nil	NA	Nil	NA	Nil	NA

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

Category	Total (A)	% Of workers 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	83	100	83	100
 Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
 Total	83	83	100	83	100	Nil	NA	83	100	83	100
 Other than Permanent Worker											
 Male	6282	1101	17.53	Nil	NA	Nil	NA	Nil	NA	Nil	NA
 Female	26	26	100	Nil	NA	Nil	NA	Nil	NA	Nil	NA
 Total	6308	1127	17.87	Nil	NA	Nil	NA	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 –

	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the Company	0.10%	0.08%

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

Benefits	FY 2025			FY 2024		
	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	100	100	Y
2 Gratuity	100	100	Y	100	100	Y
3 ESI	100	100	Y	100	100	Y
4 Superannuation	1.59	Nil	Y	1.8	Nil	Y
5 NPS	4.24	Nil	Y	3.6	Nil	Y

## 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 the 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.





Yes, Bajel Projects Limited has incorporated principles aligned with the Rights of Persons with Disabilities Act, 2016 within its Human Rights Policy. The Company's Human Rights policy covers diversity and equal opportunity in compliance with the Rights of Persons with Disabilities Act, 2016. The policy affirms the Company's commitment

to providing equal opportunity for persons with disabilities, ensuring a non-discriminatory and inclusive work environment. Weblink of the policy is <https://bajelprojects.com/pdf/Policies/Human-Rights-Policy.pdf>

## 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%	95.24	NA	NA
Female	100%	100.00	NA	NA
<b>Total</b>	<b>100%</b>	<b>95.45</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, we have established a mechanism to receive and redress grievances for all categories of employees and workers (permanent & contractual). This mechanism involves maintaining a complaint register where employees can submit their grievances through an email. The complaint 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 Workers	
 Permanent Employees	
 Other than Permanent Employees	

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

Category	FY 2025			FY 2024		
	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	672	Nil	NA	583	Nil	NA
Male	639	Nil	NA	554	Nil	NA
Female	33	Nil	NA	29	Nil	NA
Total Permanent Workers	83	83	100	83	Nil	NA
Male	83	83	100	83	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA

## 8. Details of training given to employees

Category	FY 2025					FY 2024				
	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	1,352	345	25.52	593	43.86	831	831	100	554	66.67
Female	54	6	11.11	23	42.59	38	38	100	29	76.32
Total	1,406	351	24.96	616	43.81	869	869	100	583	67.09
	Workers									
Male	6,365	83	1.30	39	0.61	1,039	1,039	100	Nil	NA
Female	26	26	100	Nil	NA	24	24	100	Nil	NA
Total	6,391	109	1.71	39	0.61	1,063	1,063	100	Nil	NA

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	639	639	100	554	554	100
Female	33	33	100	29	29	100
<b>Total</b>	<b>672</b>	<b>672</b>	<b>100</b>	<b>583</b>	<b>583</b>	<b>100</b>
<b>Workers</b>						
Male	83	83	100	83	83	100
Female	Nil	Nil	NA	Nil	Nil	NA
<b>Total</b>	<b>83</b>	<b>83</b>	<b>100</b>	<b>83</b>	<b>83</b>	<b>100</b>

## 10. Health and Safety Management System

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

Yes, we have implemented an Occupational Health & Safety (OH&S) Management System covering 100% of our project sites and offices. Our comprehensive EHS 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. We ensure "Zero Accident, Zero Harm, Zero leak, Zero Work-Related ill Health, and Reduction of Environmental Impact" and the philosophy that "All Incidents Are Preventable" through our Health & Safety Policy. Our projects and offices are ISO 45001:2018 Occupational Health & Safety Management System certified.

Our Health & Safety Management System prioritizes three key components which comprises of "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. Site-specific safety plans are developed to ensure project execution in compliance with EHS and legal requirements. Monitoring is carried out through active methods like safety inspections & audits and reactive methods such as incident investigations. Corrective actions are implemented based on audit recommendations, ensuring continual improvement of the existing health & safety management systems.

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

We follow a systematic approach to identify work-related hazards and assess risks for both routine and non-routine activities. We have a standard operating procedures (SOPs) and internal guidelines to ensure 100% compliance with Permit to Work (PTW) though prior risk assessment by conducting Hazard Identification and Risk Assessment (HIRA). Our HIRA system serves as our primary tool for hazard identification by assessing risks using a structured risk matrix, and appropriate control measures. HIRA framework helps in thorough review of the processes for identification of potential hazards, their causes, consequences and impacts. The risk assessment covers the risk factors, severity & likelihood of potential hazards, type of work and the environment. In addition to HIRA, we have implemented Job Safety Analysis (JSA) to evaluate task-specific risks and Process Hazard Analysis (PHA) for critical processes to effectively identify and control process-related hazards. And also, routine site inspections, safety walks, and audits are conducted to proactively identify hazards and close any gaps through corrective actions.

We also promote a strong safety culture by encouraging employees and workers to report unsafe acts, unsafe conditions, near misses, and incidents, which further supports hazard identification and risk mitigation efforts as part of our continual improvement process. Based on the identified risks, an appropriate risk mitigation strategy will be implemented by the Company 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.

### 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 reporting work related hazards by employees and removing themselves from such risks which include.



- a. Established robust reporting processes that empower employees to report work-related hazards and remove themselves from potentially dangerous situations, ensuring their health and safety is never compromised.
- b. We have implemented a web-based HSE Online System, which serves as a centralized database for reporting unsafe acts, unsafe conditions, near misses, and incidents. This system is accessible via desktop, Android, and iOS platforms, ensuring that employees can easily and quickly report hazards from any location. All employees have been granted access to this platform, making it an integral part of our hazard reporting and risk management process.
- c. Behaviour Based Programs (BBS) are conducted facilitating identification and isolation from workplace hazards. Health & Safety department assesses unsafe conditions and provide corrective actions to mitigate the risks.
- d. We conduct regular training sessions on hazard identification and safe work practices. Employees and workers are trained to recognize potential hazards and are informed about the appropriate channels to report them. Additionally, we run various safety campaigns throughout the year to raise awareness and reinforce the importance of proactive hazard identification. Employees and workers are encouraged to detect and report workplace hazards & incidents in proactive manner.
- e. Furthermore, we have implemented Reward and Recognition Programs to motivate and appreciate employees who actively participate in identifying hazards and contributing to a safer work environment. This initiative not only strengthens safety culture but also ensures continuous engagement of the workforce in improving overall health and safety performance.
- f. By fostering an open and supportive environment, we ensure that employees feel empowered and responsible for their own safety and that of their colleagues, thereby contributing to the effectiveness of our Occupational Health and Safety Management System.

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

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

Yes, all employees of the Company have 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 2025	FY 2024
1 Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	1.265	Nil
2 Total recordable work-related injuries	Employees	Nil	Nil
	Workers	10	Nil
3 No. of fatalities	Employees	Nil	Nil
	Workers	2	2
4 High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The entity has taken comprehensive measures to ensure a safe and healthy workplace for all employees, contractors, and visitors which comprise of



- a. A robust Environmental, Health and Safety (EHS) Policy is in place, which outlines our commitment to preventing work-related injuries and ill health, and to promote the well-being of all personnel involved in our operations.
- b. Implemented an Occupational Health and Safety (OH&S) Management System that is fully aligned with the international standard ISO 45001, and we are certified accordingly. This system provides a structured approach

to identifying and mitigating occupational health and safety risks, ensuring compliance with applicable legal and regulatory requirements. To support this system, we have appointed competent professionals with defined roles and responsibilities to effectively oversee and implement safety procedures across all operations.

- c. A detailed safety plan is developed before commencement of any project which helps systematically identify potential hazards and outlining specific control measures to mitigate them.
- d. Risk management tools such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and Process Hazard Analysis (PHA) are used to assess risks related to tasks and processes, both routine and critical. The hazards identified through these tools are addressed by implementing appropriate control measures, which are regularly monitored and updated as required.
- e. Our commitment to continuous monitoring, active supervision, and regular training programs ensures that employees are aware of risks and follow safe practices at all times.
- f. Conducted health & safety training and awareness programs and Behaviour Based Training Programs to all employees and workers. We also conducted periodical mock drills on fire emergencies, chemical spillage and chemical hazards etc.
- g. Implemented Safety Kaizens and display safety measures across all facilities of the Company.
- h. Regular safety inspections and meetings are held to monitor and mitigate the health & safety related risks if any. And periodical safety audits are conducted to identify unsafe acts and conditions at the workplace.
- i. The use of personal protective equipment (PPEs) made mandatory to all employees and workers prior to entering project site premises.

These measures not only help in maintaining operational safety but also empower employees to actively contribute to a safe working environment. Through the effective implementation of our systems and practices, we strive to create and maintain a workplace that prioritizes health, safety, and well-being, thereby fostering a culture of safety excellence throughout the organization.

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

Category	FY 2025			FY 2024		
	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	Nil	Nil	NA
 Health & Safety	Nil	Nil	NA	Nil	Nil	NA

### 14. Assessments for the year

  
Health and safety practices

  
Working Conditions

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

100%

100%

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from 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 2025	FY 2024	FY 2025	FY 2024
 Employees	Nil	Nil	Nil	Nil
 Workers	Nil	Nil	Nil	Nil

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

Yes. Bajel is exploring the opportunities to facilitate continued employability of its employees' post-retirement or termination of employment. We have hired retired employee as the EPC consultant for our projects ensuring continued employability post-retirement.

## 5. Details on assessment of value chain partners:

  
Health and safety practices

  
Working Conditions

### % Of value chain partners (by value of business done with such partners) that were assessed

Nil

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



We have recognized all key stakeholders essential to our business and established a framework for actively engaging them to foster cordial relationships, address concerns, and promote sustainable business practices.

We ensure that the interests of all stakeholders, particularly those who may be weak or marginalized, are protected. To uplift marginalized and vulnerable groups, we have implemented CSR projects tailored to their specific needs. Furthermore, we acknowledge the importance of safeguarding our stakeholders' interests across all business operations and building a sustainable, equitable business environment.

### Essential Indicators:

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

At Bajel Projects Ltd, stakeholder engagement is integral to our value creation strategy. We identify and prioritize key stakeholders including our board, investors, customers, vendors, employees, and communities based on their impact on our business. By acknowledging the unique needs and expectations of these distinct entities, we cultivate meaningful relationships that go beyond transactional interactions. Through structured engagement and open communication, we address concerns, integrate feedback, and align decisions with stakeholder expectations. This approach strengthens accountability, enhances sustainability, and drives long-term growth.

#### 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>

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
Customers	No	Email, Physical meetings, WhatsApp Communication	Need-based	<ul style="list-style-type: none"> <li>• Scope of Work, quality, safety</li> <li>• Payments Project Progress, Resource allocation</li> </ul>
Employees & workers	No	Emails, meetings, Communication through digital platform, trainings and L&D activities, Notice Board, Website, 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 Delivery Schedule</li> <li>• Implementation of CSR initiatives and projects</li> </ul>
Communities	Yes	Physical meeting, Pamphlet distribution	Ongoing and need based	<ul style="list-style-type: none"> <li>• Resolving right of way issues</li> <li>• Awareness of projects</li> </ul>
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-based 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. The CSR Committee is responsible for documenting the feedback from various stakeholders and sharing with the board facilitating sustainability-related decision-making. 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 maintain cordial relationships with all vulnerable and marginalized groups by addressing their concerns in a timely manner. We engage communities that would potentially be impacted by our projects in a proactive manner to identify and alleviate concerns. We have a dedicated CSR team and committees for implementation of CSR projects addressing the concerns of vulnerable/ marginalized groups. We endeavor to design suitable CSR initiatives and projects for uplifting the marginalized group nearby our operations.

**PRINCIPLE 5:**

**Businesses should respect and promote human rights**

Our Company is firmly committed to upholding human rights for all employees and workers, ensuring respect for fundamental freedoms regardless of race, gender, nationality, ethnicity, language, religion, or other characteristics. We have implemented comprehensive human rights policies across our operations and extended these commitments to our suppliers and stakeholders. We conduct regular training on human rights to foster a workplace environment of dignity, fairness, respect, and equality.

We maintain zero tolerance for human rights violations throughout our operations. To support professional growth and well-being, we have launched programs focused on skill development and enhancing behavioral and interpersonal capabilities. These initiatives promote personal and professional advancement and contribute to an inclusive and respectful workplace.

By extending our human rights policies to our value chain partners, we reinforce our commitment to the principle that businesses should respect and promote human rights, ensuring that everyone connected to our operations benefits from these protections.

Performance Highlights	
ESG Pillar	Achievements
Social	<ul style="list-style-type: none"> <li>All permanent employees and permanent workers are receiving more than minimum wages</li> <li>5.64% of wages paid to female employees as percentage of total employees</li> <li>Zero complaints received on human rights violations</li> </ul>

**Essential Indicators:**

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

Category	FY 2025			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	672	401	59.67	583	480	82.33
Other than Permanent	734	Nil	NA	286	Nil	NA
<b>Total Employees</b>	<b>1,406</b>	<b>401</b>	<b>28.52</b>	<b>869</b>	<b>480</b>	<b>55.24</b>

Workers						
Permanent	83	Nil	NA	83	83	100
Other than Permanent	6,308	Nil	NA	980	Nil	NA
<b>Total Workers</b>	<b>6,391</b>	<b>Nil</b>	<b>NA</b>	<b>1,063</b>	<b>83</b>	<b>7.81</b>

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

Category	2024-25					2023-24				
	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	672	Nil	NA	672	100	583	Nil	NA	583	100
Male	639	Nil	NA	639	100	554	Nil	NA	554	100
Female	33	Nil	NA	33	100	29	Nil	NA	29	100
Other than permanent	734	15	2.04	719	97.96	286	Nil	NA	286	100
Male	713	15	2.10	698	97.90	277	Nil	NA	277	100
Female	21	Nil	NA	21	100	9	Nil	NA	9	100
				Workers						
Permanent	83	Nil	NA	83	100	83	Nil	NA	83	100
Male	83	Nil	NA	83	100	83	Nil	NA	83	100
Female	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
Other than permanent	6,308	6,148	97.46	160	2.54	980	980	100	Nil	NA
Male	6,282	6,125	97.50	157	2.50	956	956	100	Nil	NA
Female	26	23	88.46	3	11.54	24	24	100	Nil	NA

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)*	2	2,13,67,530	Nil	NA
Key Managerial Personnel**	3	1,46,93,517	Nil	NA
Employees other than BoD and KMP	636	10,64,064	33	16,61,000
Workers	83	8,30,494	Nil	NA

\*The Board of Directors comprises of 6 Directors, 2 Executive Directors and 4 Non-Executive Directors including 1 woman 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:

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	5.64%	4.37%

## 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 COC for Employees ("COC Committee"), through a formal complaint at [coc@bajelprojects.com](mailto:coc@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 issue**

Yes, the Company has a grievance redressal mechanism to report human rights related violations such as child labour and forced labour 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 [coc@bajelprojects.com](mailto:coc@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:**

	FY 2025		FY 2024	
	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	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil
Forced Labor/ Involun-tary Labor	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil

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

	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

**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.

The Company strictly prohibits any form of retaliation against individuals who file complaints, provide information, or act as witnesses. Acts of reprisal, coercion, or interference are violations of Company policy and will lead to appropriate disciplinary action. 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. The Company has implemented the following mechanisms:

#### Interim Relief Measures

During the pendency of an inquiry, the Company may, either on the request of the complainant or on its own initiative, take proactive steps to prevent any form of victimization. These include:

- Transfer of the complainant or respondent to another workplace.
- Granting leave to the complainant for up to three months, in addition to their entitled leave.
- Restraining the respondent from supervising or reporting on the complainant's work.
- Other reliefs as prescribed under applicable law to ensure the complainant's safety and well-being.

Under the harassment cases which are not covered under POSH Policy, employees are encouraged to report the incident to the COC Committee. This ensures that appropriate action can be taken to address the issue and prevent its recurrence. Strict confidentiality is maintained throughout the inquiry process. The identities of the complainant, respondent, and witnesses, as well as all related evidence and proceedings, are kept confidential. This obligation extends to all parties involved. Any unauthorized disclosure is treated as a serious breach and may result in disciplinary action.

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 labour, forced labour 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 at <https://bajelprojects.com/pdf/Policies/Human-Rights-Policy.pdf>

#### 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 10 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, the Company will take corrective action, including appropriate disciplinary, any administrative action upto and including termination.

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 2024-25. Hence, no corrective actions are required.

## PRINCIPLE 6:

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



To align our operations with the principles of environmental sustainability, BAJEL assesses environmental footprint and its impact. These assessments are instrumental in identifying critical areas where we can reduce negative impacts on climate and the broader ecosystem.

By embedding these evaluations into our operational framework, we take a proactive and strategic approach to environmental stewardship. The insights gained enable us to implement targeted initiatives that lower our carbon footprint, enhance resource efficiency, and support broader climate change mitigation efforts. These continued efforts underscore BAJEL's enduring commitment to environmental preservation and the pursuit of sustainable development.

Performance Highlights	
ESG Pillar	Achievements
Environment	<ul style="list-style-type: none"> <li>Implemented Zero Liquid Discharge at Ranjangaon manufacturing facility</li> </ul>

### Essential Indicators:

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

Parameter	FY 2025	FY 2024
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	2,419	1,390
Total fuel consumption (B) (GJ)	Nil	Nil
Energy consumption through other sources (C) (GJ)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>2,419</b>	<b>1,390</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	19,415	7,958
Total fuel consumption (E)	56,962	36,066
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>76,377</b>	<b>44,024</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>78,796</b>	<b>45,414</b>
Energy intensity per lakh rupee of turnover	0.30	0.38
<b>Energy intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Rev-enue from operations in lakhs adjusted for PPP)	6.27	8.70
<b>Energy intensity in terms of physical output (GJ/MT)*</b>	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.

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 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	1,15,385	33,529
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,15,385</b>	<b>33,529</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,15,385</b>	<b>33,529</b>
Water intensity per lakh rupees of turnover	0.44	0.023
<b>Water intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b>		
(Total water consumption/ Revenue from operations adjusted for PPP)	9.17	0.53
Water intensity in terms of physical output (KL/MT)	NA	NA
<b>Water 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 water intensity in terms of physical output.

**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 2025	FY 2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – Please specify level of treatment	Nil	2,760
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>2,760</b>

**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, the organization has implemented Zero Liquid Discharge (ZLD) mechanisms at its Manufacturing units to ensure responsible water management and environmental sustainability.

STPs have been installed at Manufacturing units to treat domestic wastewater. The treated water is reused inhouse, effectively for gardening and landscape irrigation, thereby reducing freshwater dependency and preventing liquid discharge from the factory.

In our galvanizing process, spent acid from the zinc bath is systematically sent to state pollution control authorized third-party recycler for treatment. Recovered acid is returned to our facility for reuse in the same process. This closed-loop system ensures minimal waste generation and supports our commitment to ZLD principles.

The combination of in-house treatment and third-party acid recovery helps the organization sustain its ZLD status and ensures sustainable industrial practices.

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

Parameter	Please specify unit	FY 2025	FY 2024
Nox	mg/m3	40.6	Nil
Sox	mg/m3	34.6	37.1
Particulate matter (PM)	mg/m3	52.4	27.4
Persistent organic pollu-tants (POP)	mg/m3	Nil	Nil
Volatile organic com-pounds (VOC)	mg/m3	Nil	Nil
Hazardous air pollutants (HAP)	mg/m3	Nil	Nil

**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 format:**

Parameter	Please specify units	FY 2025	FY 2024
<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	2,600	1,893
<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	3,861	1,583
<b>Total Scope 1 &amp; 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	6,461	3,476
Total Scope 1 and Scope 2 emissions per Lakhs of turnover		0.025	0.029
<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)		0.51	0.67
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 emission intensity in terms of physical output.

**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 emission? If yes, then provide details**

Our Company has implemented a solar project designed to generate a significant amount of energy, specifically 671980 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. In addition, we have installed energy efficient BLDC Fans to conserve energy and reducing greenhouse gas emissions. 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 2025	FY 2024
	<b>Total Waste generated (in MT)</b>	
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	2,975	8,381
Other Non-hazardous waste generated (H). Please specify, if any.	9,326	4,951
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>12,301</b>	<b>13,332</b>
<b>Waste intensity per lakhs of turnover</b>	0.05	0.11
<b>Waste intensity per lakhs of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.98	2.55
<b>Waste intensity in terms of physical output (MT/MT)</b>	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.

**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 2025	FY 2024
	Total Waste generated (in MT)	
(i) Recycled	9,326	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	1,179	Nil
<b>Total</b>	<b>10,505</b>	<b>Nil</b>

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

Category of waste	FY 2025	FY 2024
	Total Waste generated (in MT)	
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	73
(iii) Other disposal operations	1,796	13,260
<b>Total</b>	<b>1,796</b>	<b>13,333</b>

**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 assessment 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 2024-25 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:**

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

Yes. The Company 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 kilolitres):****1. Provide the following details related to water discharged:**

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

- (i) Name of the area:  
Ahmedabad - Gujarat  
Jodhpur, Jaipur, Dausa - Rajasthan  
Medchal Malkajgiri - Telangana  
Chitradurga - Karnataka  
Indore, Mandsaur - Madhya Pradesh  
Raipur - Chattisgarh  
Pune - Maharashtra  
Gautam Buddha Nagar, Varanasi - Uttar Pradesh  
Delhi - Union Territory
- (ii) Nature of operations: Engineering, Procurement and Construction (EPC) Projects
- (iii) Water withdrawal, consumption, and discharge: 83,538

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	83,538	33,529
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	83,538	33,529
<b>Total volume of water consumption (in kilolitres)</b>	83,538	2,746
Water intensity per lakhs of turnover	Nil	0.023
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity (KL/MAh)	Nil	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	30,783
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>30,783</b>

**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	FY 2025	FY 2024
<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	Not monitored
<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</b> (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA

**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:**

S. 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 671980 kWh, or a substantial quantity of electricity. The goal of this proactive project is to cut greenhouse gas emissions by 510 tCO <sub>2</sub> e.
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 4200 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 Limited (BEL) during which the business continuity and disaster management plan of BEL were in place. However, post demerger of 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.

- 8. How many Green Credits have been generated or procured:**

a. By the listed entity - Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil



**PRINCIPLE 7:**

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



BAJEL conducts its business with integrity, transparency, and full compliance with national standards and regulatory frameworks. We have established robust systems and governance practices to uphold the highest ethical standards, ensure sound financial and professional decision-making, and maintain strict adherence to all applicable laws across our operations.

In our efforts to contribute constructively to public and regulatory policy, we engage responsibly and transparently with a wide range of stakeholders. This includes active collaboration with governmental and non-governmental associations, institutions, and organizations involved in policy development or influencing regulatory frameworks. Through these engagements, we aim to support the creation of policies that promote sustainable and ethical business practices.

Performance Highlights	
ESG Pillar	Achievements
Government	<ul style="list-style-type: none"> <li>Affiliated with 3 National and 1 State Level Industrial Associations</li> </ul>

**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, 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.**

S. 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:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

## PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development



As a responsible corporate citizen, BAJEL is committed to driving inclusive growth and ensuring equitable development by empowering local communities. We achieve this through the implementation of targeted socio-economic development projects that address the unique needs of the regions in which we operate.

Our Corporate Social Responsibility (CSR) initiatives play a pivotal role in advancing our mission to create a positive impact. By focusing on community empowerment and sustainable development, we contribute meaningfully to the overall well-being and progress of society.

Performance Highlights	
ESG Pillar	Achievements
Social	<ul style="list-style-type: none"> <li>30% of total procurement by value sourced from MSMEs &amp; Small Producers.</li> <li>46.41% of total wages paid to employees and workers located in rural, semi-urban and urban regions.</li> <li>1,900 people from marginalized and vulnerable groups benefited from Corporate Social Responsibility Projects.</li> </ul>

## Essential Indicators:

## 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 2Y

SIA were not applicable to the Company as per the applicable laws. Therefore, we have not conducted during the financial year 2024-25.

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

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

Not Applicable, as we do not have any projects that require rehabilitation and resettlement (R&R) in the financial year FY 2024-25 as per the applicable law.

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

Our Stakeholder Engagement policy highlights our commitment to understanding the concerns of vulnerable & marginalized groups and addressing their concerns in a transparent manner. We have a dedicated CSR team coordinating with the local communities to receive and redress complaints, if any. The grievance redressal mechanism implementation is monitored by the CSR committee at the board level.

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

Category of waste	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	30%	27%
Directly from within India	100%	100%

**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 2025	FY 2024
Rural	7.69	2.31
Semi-urban	25.67	24.96
Urban	13.05	19.39
Metropolitan	53.59	53.34

## 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 2024-25.

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.

S. 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:**

S. 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:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Installation of solar panels for one room at locations with less or no electricity through “EK Kamra Solar Ka” initiative	500	100%
2.	Distribution of 350 solar lamps in Lakhisarai, Munger, Bihar	1400	100%
<b>Total</b>		<b>1900</b>	<b>100%</b>

**PRINCIPLE 9:**

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



As a responsible EPC Company, we are committed to delivering high-quality engineering, procurement, and construction solutions that meet the diverse needs of our clients. We respect the freedom of choice of our customers and ensure that our services are delivered safely, ethically, and at competitive value.

Our customer engagement strategy is built on a foundation of responsibility, transparency, and long-term value creation. Key elements of our approach include:

- **Understanding Client Requirements:** We work closely with clients to gain a deep understanding of their technical, commercial, and operational expectations across project lifecycles.
- **Client-Centric Delivery:** We recognize that client satisfaction, retention, and trust are driven by our ability to consistently deliver safe, timely, and cost-effective solutions.
- **Insight-Driven Customization:** We actively gather feedback and insights to tailor our engineering and project management practices to evolving client needs.
- **Building Strategic Partnerships:** We foster proactive, collaborative relationships with our clients, ensuring open communication and shared success throughout every project phase.

Through these practices, we ensure that our engagement with clients is not only value-driven but also aligned with the highest standards of responsibility and professionalism.

Performance Highlights	
ESG Pillar	Achievements
Governance	<ul style="list-style-type: none"> <li>• Zero consumer complaints</li> <li>• Zero product recalls</li> <li>• Zero data breaches</li> </ul>

### 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 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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025		Remarks	FY 2024		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	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive trade practices	Nil	Nil	NA	Nil	Nil	NA
Unfair trade practices	Nil	Nil	NA	Nil	Nil	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	Reason 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 the demerger, BEL and BAJEL currently share IT infrastructure. Consequently, we are adhering to BEL's 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:**

- a. Number of instances of data breaches along-with impact: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Nil
- c. 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.