

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27100GJ1995PLC025609
2	Name of the Listed Entity	Welspun Corp Limited
3	Year of incorporation	1995
4	Registered office address	Welspun City, Village Versamedi, Taluka Anjar, Dist. Kutch, Gujarat-370110
5	Corporate address	Welspun House, 5th Floor, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013
6	E-mail	CompanySecretary_WCL@welspun.com
7	Telephone	+91 22 6613 6000
8	Website	www.welspuncorp.com
9	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024.
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE) Limited, Bombay Stock Exchange (BSE) Limited & Calcutta Stock Exchange (CSE)
11	Paid-up Capital	INR 1,30,83,34,475 divided in to 26,16,66,895 equity shares of 5 each fully paid up
12	Contact Person	
	Name of the Person	Mr Alok Mishra, President – Sustainability
	Telephone	+ 91 22 6613 5936
	Email address	alok_mishra@welspun.com
13	Reporting Boundary	The report covers ESG performance of WCL Standalone business which includes 1) Line Pipe division, 2) Metallics division (Pig Iron Manufacturing) and 3) Steel division(Sponge Iron and Billets manufacturing division). The operating locations of the Company include Anjar, Bhopal, Mandya and Head office, Mumbai Note: The reporting values for WCL standalone for FY 2023-24 have increased considerably compared to FY 2022-23 due to inclusion of operations of Metallics division.
14	Name of the Assurance provider	BDO India LLP
15	Type of Assurance obtained	Limited Assurance

II. Products and Services

16. Details of business activities (accounting for 90% of the entity's turnover)

S. No	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Welspun Corp Limited is in the business of manufacturing and sale of basic Iron and Steel products		100%

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

S. No	Product service	NIC code	% of Total Turnover contributed
1	Manufacturing of basic Iron and Steel products	2410	100%

Source: National Industrial Classification

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III. Operations

18	Number of locations where plants and/or operations/office of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	3 - (Anjar, Mandya & Bhopal)	1 – Mumbai	4
		International	1 - Little Rock, USA	2 – Houston, Mauritius	3
19	Market served by the entity	Locations	Numbers		
	a. No. of Locations	National (No. of States)	Available across India (28 states)		
		International (No. of Countries)	Australia, UAE, Iraq, Nepal, and Canada (5)		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	Exports contribute to 24.44% of the total turnover			
	c. A brief on types of customers	WCL customer base comprises of domestic as well as international oil and gas companies, water transportation and irrigation sectors, EPC's, government entities including PSU, PSE, central and state level bodies.			

IV. Employees

20 Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
	Employees					
1	Permanent Employees (A)	1176	1109	94%	67	6%
2	Other than Permanent Employees (B)	76	55	72%	21	28%
3	Total Employees (A+B)	1252	1164	93%	88	7%
	Workers					
4	Permanent (C)	1451	1438	99.1%	13	0.9%
5	Other than Permanent (D)	81	72	89%	9	11.1%
6	Total Workers (C+D)	1532	1510	98.6%	22	1.4%
b.	Differently abled employees and workers					
	Employees					
7	Permanent Employees (E)	3	3	100%	0	0%
8	Other than Permanent Employees (F)	0	0	0%	0	0%
9	Total Employees (E+F)	3	3	100%	0	0%
	Workers					
10	Permanent (G)	3	3	100%	0	0%
11	Other than Permanent (H)	1	0	0%	1	100%
12	Total Differently Abled Employees (G+H)	4	3	75%	1	25%

Note: The above table excludes certain employees involved in supervision/ monitoring of subsidiary companies and inactive employees/workers and contractual employees.

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21 Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	2	25%
2	Key Management Personnel	3	0	0%

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

Category	FY 2023-2024			FY 2022-2023			FY 2021-2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	2%	20%	15%	41%	16%	22%	24%	23%
Permanent Workers	11%	0.1%	11%	10%	0%	10%	17%	0%	16%

V. Holding, Subsidiary, and Associate Companies (including joint ventures)**23 (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether it is a holding / Subsidiary/ Associate/ or Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Welspun Pipes Inc. (USA)	Subsidiary	100.00%	No, the subsidiaries manage and carry out their own BR initiatives in line with the legal requirements applicable to them.
2	Welspun Tradings Limited, (India)	Subsidiary	100.00%	
3	Welspun DI Pipes Limited, (India)	Subsidiary	100.00%	
4	Welspun Mauritius Holdings Limited, (Mauritius)	Subsidiary	97.43	
5	Welspun Tubular LLC, (USA)	Subsidiary	100.00%	
6	Welspun Global Trade LLC, (USA)	Subsidiary	100.00%	
7	Mahatva Plastic Products and Building Materials Private Limited, (India)	Subsidiary	100.00%	
8	Anjar TMT Steel Private Limited, (India)	Subsidiary	100.00%	
9	Welspun Specialty Solutions Limited (India)	Subsidiary	50.03%	
10	Sintex Prefab & Infra Limited,(India)	Subsidiary	100.00%	
11	Sintex-BAPL Limited,(India)	Subsidiary	100.00%	
12	Nauyaan Shipyard Private Limited,(India)	Subsidiary	100.00%	
13	Sintex Holdings B.V , (Netherlands)	Subsidiary	100.00%	
14	Sintex Logistics LLC, (USA)	Subsidiary	100.00%	
15	Welspun Wasco Coatings Private Limited, (India)	Joint Venture	51.00%	
16	East Pipes Integrated Company for Industry (EPIC) (Kingdom of Saudi Arabia)	Associate	31.50%	
17	Welspun Captive Power Generation Limited, (India)	Associate	21.40%	
18	Sintex Advance plastics Ltd, (India)	Subsidiary	100%	
19	Mounting Renewable Power Limited	Associate	21.54%	
20	Clean Max Dhyuthi Pvt. Ltd.	Associate	26.00%	

Note: The above table includes list of Holding, Subsidiary, and Associate Companies as of March 31, 2024

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VI CSR Details

24	i. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii. Turnover (in INR)	9,081.78 crore
	iii. Net worth (in INR)	3,563.87 crore

VII Transparency and Disclosures Compliances
25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for the grievance redressal policy	FY 2023-24 Current Financial Year		FY 2022-2023 Previous Financial Year	
			Number of complaints the year	Number of complaints pending resolution at the close of the year	Number of complaints the year	Number of complaints pending resolution at the close of the year
Communities	Yes	Grievance Redressal Policy	0	0	0	0
Investors (other than shareholders)	Yes		0	0	0	0
Shareholders	Yes		8	0	0	0
Employees and workers	Yes		0	0	0	0
Customers	Yes		0	0	0	0
Value Chain Partners	-		0	0	0	0
Other (please specify)	-		-	0	0	0

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

Material issue identified	Indicate whether risk or opportunity	The 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)
Climate Change	Risk	Changing climatic pattern and increased unfavourable weather events	WCL has identified and adopted Climatic change strategies including renewable power, water recycling, circular economy, alternate fuels etc. into its operations	Negative Implication
Energy and Carbon	Risk	-	WCL has set a target to increase its renewable energy consumption to 20% by 2030 and be carbon neutral by 2040. The Company has implemented various energy saving initiatives	Negative implication

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Material issue identified	Indicate whether risk or opportunity	The 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)
Occupational Health & Safety	Risk	-	WCL has Safety Committees in its facilities that ensure adherence to WCL's Occupational Health, Safety and Environment (OHSE) policy, compliance with regulations and provide safety trainings to its employees and contract staff. Additionally, they access near-miss and other incidents at sites to identify the gaps in preventive risk mitigation, improving processes and procedures	Negative implication
Community development & engagement	Opportunity	-	Not Applicable	Positive implication
Water management	Risk	-	WCL measures and monitors the quantity of water consumed across all its business locations and operations. WCL aims to ensure water stewardship by identifying operations where water conservation techniques can be implemented and using recycled water to limit water consumption. It also ensures proper treatment of wastewater from its facilities in line with applicable standards and regulations.	Negative implication
Air emission	Risk	-	WCL ensures proper maintenance of equipments with continuous air monitoring to ensure emissions are within permissible limits	Negative implication
Governance, ethics & transparency	Opportunity	-	Not Applicable	Positive implication
Human rights	Risk	-	Our Code of Conduct and Ethics Policy, Prevention of Sexual Harassment (PoSH) Policy, and HR practices covers aspects of human rights for WCL's operations and are extended to subsidiaries, suppliers and business partners	Negative implication

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Material issue identified	Indicate whether risk or opportunity	The 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)
Product quality	Opportunity	-	Not Applicable	Positive implication
Waste management	Risk	-	WCL has an effective waste management system in place across facilities. The primary focus is on reducing waste generation as well as effective management through segregation, treatment and disposal based on waste typology in accordance with guidelines from Pollution Control Boards. WCL has adopted the 3R approach (i.e., Reduce, Reuse, Recycle) to monitor the waste generated from its operations and identify areas for waste reduction, recycling and reuse	Negative implication
Risk identification & management	Risk	-	WCL has established a risk management policy that defines the overall risk management framework covering guidelines for risk identification, assessment, prioritization, mitigation and monitoring. The risk management committee of the Board oversees and reviews the risk management framework as well as the assessment of risks, its management and mitigation procedures. The committee reports its findings and recommendations to the Board.	Negative implication
Economic performance & business growth	Opportunity	-	Not Applicable	Positive implication
Customer centricity	Opportunity	-	Not Applicable	Positive implication
Compliance	Risk	-	Risk registers are developed for each location and drilled down to each function which includes the compliance aspects of business. Plant head and functional heads are responsible to manage the risks and ensure compliance to the regulatory requirements	Negative implication
Employee wellbeing	Opportunity	-	Not Applicable	Positive implication
Innovation	Opportunity	-	Not Applicable	Positive implication

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Material issue identified	Indicate whether risk or opportunity	The 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)
Circular economy	Opportunity	-	Not Applicable	Positive implication
Sustainable product (Green Steel)	Opportunity	-	Not Applicable	Positive implication
Supply chain sustainability/ value chain	Risk	-	WCL has implemented its Supplier Code of Conduct based on ESG parameters for its suppliers to adhere and follow. It regularly evaluates its vendors on required quality standards to ensure the highest standards in material procurement. The assessment procedures include screening on ISO, EMS Certifications, supply chain management, labour practices, safety, in addition to quality, delivery and service ratings.	Negative Implication
Biodiversity and ecology	Risk	-	WCL carries out plantation initiative through Welspun Foundation near all operation sites. Biodiversity and ecological assessment is also carried out	Negative Implication

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES
I. Details of the Listed Entity

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Welspun Corp Company policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards/certifications viz. SA8000, ISO 9001, ISO 14001, ISO 45001, ISO 17025, ISO 29001, UNGC guidelines and ILO guidance. WCL is also associated with prominent chambers/associations. Refer Principle 7 for the detailed list.								
5. Specific commitments, goals and targets set by the entity with defined, if any.	The below goals and targets are already established for the Line pipe business. (i). Assess 100% of all suppliers as per ESG compliant Code of Conduct (ii). Carbon Neutrality – 20% RE by 2030 or achieve carbon neutrality by 2040; (iii). To achieve water neutrality by 2040; (iv). To achieve zero waste to landfill by 2030 (iii). To Impact 20,00,000 lives through CSV by 2040								
6. Performance of the entity against the specific commitments, goal, and targets along with reasons in case the same are not met.	(i). 100% of critical suppliers assessed based on ESG compliant Code of Conduct for the line pipe business (ii). Installed 2 MW solar roof top at the Bhopal plant. Invested in a Special Purpose Vehicle (SPV) for supply of 42 MW Renewable Energy Round-The-Clock (RE-RTC) (iii). Achieved water intensity of 0.37 KL/MT in FY24. (iv). Achieved Zero waste to landfill certification for the Anjar line pipe manufacturing facility. (v). Impacted lives of approx. 8,30,000 people through CSV in FY24.								
Governance, Leadership, and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements	Welspun Corp Ltd, a socially responsible Company has a long tradition of sustainable practices and is reflected in our commitment to achieve carbon neutrality by 2040 and 20% renewable energy in our energy mix by 2030. As part of our transition roadmap, we focus on identifying and mitigating environmental and social risks both in operations and value chain by adopting practices like use of renewable energy, energy efficiency program, water and waste reduction measures, retaining talents with professional development programs, Joining initiatives like Hydrogen Pipe Joint Industry Project etc., In doing so, our Company views technology as a key enabler in ensuring maximum value creation for our people and customers. Our ESG performance is constantly reviewed to ensure that it meets statutory requirements and committed to submit all compliance reports to the appropriate authorities on a regular basis. Finally, it is our conviction that both business and society may strengthen by working together. Our Corporate social responsibility programs are designed to promote inclusive growth and development of under-served communities in areas like education, healthcare, environment, sports and farming etc.,								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Vipul Mathur-Managing Director & CEO + 91 22 6613 6000 vipul_mathur@welspun.com																	
9. Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes/ No). If yes, provide details.	Yes, WCL have established an ESG committee at the Board level and have formulated plans for initiatives to be implemented across Environment, Social and Governance dimensions . Furthermore, WCL have redefined the governance of Environment and Social aspects across organizational levels and this is helping WCL to propel towards meeting our commitments on carbon, water, waste, supply chain and CSR.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether the review was undertaken by the Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against the above policies and follow-up action	Board Committee									Quarterly								
Compliance with statutory requirements of relevance to the non-compliances	Board Committee									Quarterly								
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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	No. We have a robust functional review mechanism complemented with a strong independent internal audit process that covers the working of all key policies. The internal audits are conducted by various external independent firms during the year.								

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage b/y training and awareness programmes on any of principles during the financial year.

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Raw material, Brands and Marketing,	100.00%
Key Management Personnel	1	Consumer Insights, Business specific updates, Health and safety, Different channels of customers, CSR activities, Code of conduct.	100.00%
Employees other than BODs and KMPs	1	Health and safety, Business specific & operations updates, Skill upgradation, Human rights, Code of conduct and other trainings as per business requirement.	100.00%
Workers	1		100.00%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Monetary				
Type	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	Not Applicable
Settlement	Nil	Nil	Nil	Not Applicable
Compounding fee	Nil	Nil	Nil	Not Applicable
Non-Monetary				
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Punishment	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

Not Applicable

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

Yes, WCL does have an anti-corruption and anti-bribery policy. The policy is available publicly on the following weblink [Anti Bribery and Anti-Corruption Policy](#)

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

Category	FY 2023-2024	FY 2022-2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

Topic	FY 2023-2024		FY 2022-2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	Nil	-	Nil	-

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured)

	FY 2023-2024	FY 2022-2023
Number of days of accounts payables	84	81

9. Open-ness 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 2023-2024	FY 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	45.65%	56.48%
	b. Number of trading houses where purchases are made from	36	21
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	98.81%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	11.34%	11.42%
	b. Sales (Sales to related parties / Total Sales)	19.26%	9.02%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.85%	99.91%
	d. Investments	77.72%	59.13%

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LEADERSHIP INDICATORS
1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
1	Health and Safety, Supply code of conduct, Sustainable procurement, QMS & SME courses with High Impact, Webinar on Environmental, Social and Governance.	100%

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, Annual disclosures from interested parties are made, and a process is in place to avoid /manage any conflicts that may arise during meetings convened to consider proposals involving interested parties. Directors with a vested interest do not participate in agenda items in which they are involved.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
ESSENTIAL INDICATORS
1. Percentage of R&D and capital expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and CAPEX investments made by the entity, respectively.

Type	FY 2023-2024	FY 2022-2023	Details of improvement in social and environmental aspects
Research & Development (R&D)	100%	100%	-
Capital Expenditure (CAPEX)	0%	0%	-

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

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Plastic is not being used in packaging of the products. However, if any generated is sent to authorized vendors for co-processing/recycling.
b. E-Waste	Sent to authorized recyclers
c. Hazardous Waste	Hazardous waste is carefully managed by authorized vendors designated by the pollution control board for co- processing/disposal.
d. Other Waste	Non-Hazardous waste including Metal, coating waste, timber etc generated during the manufacturing is sent to authorized vendors for recycling and further processing. Any other types of waste are also sent to approved recycling facilities

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). No
LEADERSHIP INDICATORS
1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format.

No

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

Not Applicable

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

Not Applicable

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

	FY 2023-2024			FY 2022-2023		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1109	1109	100%	1109	100%	0	0%	1109	100%	0	0%
Female	67	67	100%	67	100%	67	100%	0	0%	67	100%
Total	1176	1176	100%	1176	100%	67	6%	1109	94%	67	6%
Other than Permanent Employees											
Male	55	55	100%	55	100%	0	0	55	100%	0	0%
Female	21	21	100%	21	100%	21	100%	0	0%	21	100%
Total	76	76	100%	76	100%	21	28%	55	72%	21	28%

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1438	1438	100%	1438	100%	0	0%	1438	100%	0	0%
Female	13	13	100%	13	100%	13	100%	0	0%	13	100%
Total	1451	1451	100%	1451	100%	13	1%	1438	99%	13	1%
Other than Permanent Employees											
Male	72	72	100%	72	100%	0	0	72	100%	0	0
Female	9	9	100%	9	100%	9	100%	0	0%	9	100%
Total	81	81	100%	81	100%	9	11%	72	89%	9	11%

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2023-2024	FY 2022-2023
Cost incurred on well-being measures as a % of total revenue of the Company	0.12%	0.13%

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2. Details of retirement benefits, for current Financial Year and previous Financial year

Sr. No.	Benefits	FY 2023-2024			FY 2022-2023		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	100%	100%	Yes	100%	100%	Yes
4	Others-Please Specify	N/A	N/A	N/A	N/A	N/A	N/A

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

Yes

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

Yes, WCL does have an equal opportunity policy. The policy is available publicly on the following web link- [Equal Opportunity Policy](#)

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

Gender	Total number of people returned after parental leave in FY	Total Number of people who took parental leave in FY	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
Permanent Employees						
Male	50	50	100%	6	6	100%
Female	1	1	100%	2	2	100%
Others	-	-	-	-	-	-
Total	51	51	100%	8	8	100%
Permanent Workers						
Male	0	0	-	0	0	-
Female	0	0	-	0	0	-
Others	0	0	-	0	0	-
Total	0	0	-	0	0	-

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.

Category	Yes/No	(details of mechanism)
Permanent Workers	Yes	We maintain Grievance Register across locations to record grievances if any. A designated team on site is responsible to redress the grievances at the earliest.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

Business Responsibility & Sustainability Report (Contd.)

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

Category	FY 2023-2024			FY 2022-2023		
	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)
Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	-	-	-	-	-	-
Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety		On skill upgradation		Total (D)	On Health and Safety		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1164	572	49%	894	77%	877	380	43%	877	100%
Female	88	63	72%	77	88%	50	17	34%	50	100%
Total	1252	635	51%	971	78%	927	397	43%	927	100%
Workers										
Male	1510	915	61%	960	64%	1642	1033	63%	1642	100%
Female	22	14	64%	18	82%	38	10	26%	38	100%
Total	1532	929	61%	978	64%	1680	1043	62%	1680	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1164	1005	86%	877	770	88%
Female	88	54	61%	50	33	66%
Total	1252	1059	85%	927	803	87%
Workers						
Male	1510	1438	95%	1642	1109	68%
Female	22	13	59%	38	10	26%
Total	1532	1451	95%	1680	1119	67%

Business Responsibility & Sustainability Report (Contd.)

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes,
What is the coverage of such system?	100%, We have implemented HSE management system across all of our plants (Anjar, Mandya, Bhopal)
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The on duty safety officer on site is responsible for identifying work-related hazards and assessing risks and the process followed is as follows: Step 1: Collect existing Information about Workplace Hazards. Step 2: Inspect the Workplace for Safety Hazards. Step 3: Identify Health & Work-Related Hazards. Step 4: Conduct Incident Investigations. Step 5: Identify Hazards Associated with Emergency Situations
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2023-2024	FY 2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.32	0.20
	Workers	0	0.40
Total recordable work-related injuries	Employees	2	2
	Workers	0	3
No. of fatalities	Employees	0	2
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Safety is important aspect of our organization. At WCL, we take various measures to ensure health & Safety across organization which is described below

- Safety training to employees and workers
- Establishment of safety committee and appointment of site managers to increase the responsibility of our teams
- Development of mechanisms to prevent and reduce injuries
- Reviewing workplace HSE inspections performance
- Review employee complaints regarding safety and health hazards
- Regular safety inspections and audits

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

Topic	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

Business Responsibility & Sustainability Report (Contd.)

14. Assessments for the year:

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

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

Our organization has formed a dedicated Environmental, Health, and Safety (EHS) team committed to maintaining a safe and secure workplace. This team is essential in actively detecting potential risks and hazards related to safety within our company. Through consistent assessments, inspections, and evaluations, they pinpoint critical areas and swiftly implement corrective actions. Collaborating closely with different departments and staff across the organization, the EHS team collects insights and feedback on safety matters. They scrutinize data, perform risk analyses, and devise strategic plans to reduce risks and bolster safety initiatives. Moreover, they offer guidance and training to staff on safety best practices, protocols, and correct usage of protective gear. The EHS team also keeps track of pertinent laws, industry benchmarks, and novel safety techniques to ensure compliance and integration of the most effective safety protocols. Their contribution is crucial in fostering a culture that prioritizes safety and encourages a working environment where everyone feels secure, valued, and confident in voicing safety concerns.

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).

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): Yes

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

All employees have access to Social Security Insurance Schemes and Medclaim Insurance. In case, if an employee suffer a disability or pass away, the designated beneficiary or the employee in case of disability will receive compensation according to the Employees' Compensation Act provisions. Furthermore, both the employee and their nominee may qualify for benefits under the "Associate Welfare Scheme" and the "Employees' Deposit Linked Insurance Scheme."

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:

Topic	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-2024	FY 2022-2023	FY 2023-2024	FY 2022-2023
Employees	0	0	0	0
Workers	0	3	0	3

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, for identified roles in reference to business requirement

Business Responsibility & Sustainability Report (Contd.)

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of the critical suppliers
Working Conditions	100% of the critical suppliers

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.

Suppliers are provided with an estimated timeframe to address the findings through root-cause analysis and additional corrective actions, based on the severity of their assessment results. To achieve the overarching goal of creating a sustainable value chain, we encourage our suppliers to engage and improve their sustainability performance. In cases of serious or significant breaches of our code of conduct, a follow-up evaluation is conducted within the mutually agreed target date for resolving the identified issues.

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all their stakeholders
ESSENTIAL INDICATORS
1. Describe the processes for identifying key stakeholder groups of the entity:

WCL regularly engages with its internal and external stakeholders through structured activities like meetings, workshops, and one-on-one discussions. It also determines the key stakeholder groups based on timely feedback from these groups.

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
Investors	No	Quarterly results calls, Participation in investor conferences, Media releases and investor presentations	Quarterly	Financial performance, Capital allocation, Risk management
Government and regulators	No	Engagement on a need basis, Participation in industry level consultation groups, Participation in forums	Continuous	Compliance, Sustainable practices, Inclusive growth
Employees	No	Employee surveys, Team building workshop, Capacity building and training, Annual appraisals, Employee newsletters, Rewards and recognitions, Volunteering opportunities	Continuous	Professional growth, Diversity at the workplace, Leadership Connect sessions, Workplace safety, Equal opportunities, Worklife balance, Wages and benefits
Business partners / suppliers and contractors	No	Contract agreements, Direct interactions, Supplier meets, Membership in industry associations	Continuous	Payment processing cycles, Business ethics, Transparency, Compliance

Business Responsibility & Sustainability Report (Contd.)

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
Communities & NGOs	Yes	Direct engagement, Dedicated CSR team, CSR projects and initiatives, Visits and camps, Community need assessments	Continuous	Infrastructure development, Education & healthcare, Environmental protection, Employment opportunities, Human rights
Customers	No	Active Participation in Pre-qualification processes, Business Development Visits and Presentations, Participation in Product Development programs for specific projects and Applications, Multi-level Relationship Management, Promoting Ethical Business Practices	Continuous	Expanding the customer base, Outperforming competitors, Offering tailored solutions, Boosting collaboration, Maintaining ethical transparency.

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.**

The stakeholder relationship committee bridges the communication gap between the stakeholders and the Board. It ensures effective communication between stakeholders and the board by collecting and conveying essential feedback from various business activities

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultations are utilized to identify and manage environmental and social topics. For instance, the Wel-Shiksha initiative addresses social issues, Wel-Netrutva focuses on health and promotes a healthy lifestyle through organic green vegetables, Wel-Prakruti tackles environmental concerns etc.

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

To address the problems of vulnerable groups like children and women in the community, WCL has created programmes like Wel-Shiksha, Wel-Netrutva etc.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 5: Businesses should respect and promote human rights
ESSENTIAL INDICATORS

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1176	401	34%	895	456	51%
Other than permanent	76	1	1%	32	7	22%
Total Employees	1252	402	32%	927	463	50%
Workers						
Permanent	1451	106	7%	1183	218	18%
Other than permanent	81	0	0%	497	35	7%
Total Workers	1532	106	7%	1680	253	15%

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

Category	FY 2023-2024					FY 2022-2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	% (C/A)	% (F/D)
Employees										
Permanent										
Male	1109	356	32%	753	68%	846	846	100%	-	-
Female	67	24	36%	43	64%	49	49	100%	-	-
Other than Permanent										
Male	55	0	0%	55	100%	31	31	100%	-	-
Female	21	0	0%	21	100%	1	1	100%	-	-
Workers										
Permanent										
Male	1438	1044	73%	394	27%	1173	1173	100%	0	0%
Female	13	0	0%	13	100%	10	10	100%	0	0%
Other than Permanent										
Male	72	44	61%	28	39%	469	469	100%	0	0%
Female	9	3	33%	4	44%	28	28	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6	No fixed remuneration is paid to the non-executive / independent directors. They are paid fees for attending meetings of the Board/ Committees of the Board. (Remuneration is paid to the MD&CEO and Commission on net profit is paid to the Chairman (Non-Executive))	2	No fixed remuneration is paid to the non-executive/ independent directors. They are paid fees for attending meetings of the Board/ Committees of the Board.

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	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Key Managerial Personnel	3	2,04,42,420	0	0
Employees other than BoD and KMP	1158	6,11,210	88	3,80,000
Workers	1510	3,34,691	22	2,54,588

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

Type	FY 2023-2024	FY 2022-2023
Gross wages paid to females as % of total wages	2.83%	2.72%

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, HR team responds to any issues raised on human rights.

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

The site representatives can bring up any human rights concerns to the local HR teams, who will endeavour to resolve them..

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

	FY 2023-2024			FY 2022-2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No Complaints	0	0	No Complaints
Discrimination at workplace	0	0	No Complaints	0	0	No Complaints
Child Labour	0	0	No Complaints	0	0	No Complaints
Forced Labour/ Involuntary Labour	0	0	No Complaints	0	0	No Complaints
Wages	0	0	No Complaints	0	0	No Complaints
Other human rights related issues	0	-	No Complaints	-	-	No Complaints

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

	FY 2023-2024	FY 2022-2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

There is an Internal Committee for Preventive of Sexual Harassment (POSH) to manage and act on complaint in discrimination and harassment cases. The mechanisms to prevent adverse consequences to the complainant include Confidential reporting channels, Clear and defined procedures, regular monitoring, and support systems.

Business Responsibility & Sustainability Report (Contd.)

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

Yes. At WCL, we have supplier code of conduct in place to address human rights-related issues. The suppliers are required to sign and affirm their commitment to it.

Assessments for the year:

Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

There were no corrective actions taken as no concerns were registered during the year.

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

No business procedures have been altered or added as a result of resolving human rights complaints or grievances.

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

The key attributes of the due diligence interms of scope and coverage include

- Identification and Assessment to identify the risks and impacts,
- Integration of human right assessment into company processes,
- Monitoring the process to evaluate the efficacy of implementation.
- Communication to Stakeholders to ensure that human rights impact are addressed.

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

Yes, the Administrative blocks at respective locations has facilities for differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	100% of the critical suppliers
Forced/involuntary labour	100% of the critical suppliers
Sexual harassment	100% of the critical suppliers
Discrimination at workplace	100% of the critical suppliers
Wages	100% of the critical suppliers
Others – please specify	-

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

Minor corrective actions have been documented following the assessment. A corrective action plan has been established and shared for implementation. This plan will be reviewed regularly to ensure proper execution.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-2024	FY 2022-2023
From renewable sources		
Total electricity consumption (A)	37,064 GJ	-
Total fuel consumption (B)	9,036 GJ	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	46,100 GJ	-
From non-renewable sources		
Total electricity consumption (D)	11,73,961 GJ	6,64,537 GJ
Total fuel consumption (E)	2,46,49,386 GJ	27,539 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,58,23,347 GJ*	6,91,896 GJ
Total energy consumed (A+B+C+D+E+F)	2,58,69,447 GJ* *The increase in energy consumption is due to inclusion of Metallics division operations	6,91,896 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per INR crore)	2848	100
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/USD million)	6314	-
Energy intensity in terms of physical output (GJ/MT of total goods produced)	19	-

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

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.

Yes, the following plants is registered as designated consumers under PAT scheme of Government of India: WCL Anjar (PAT Cycle II)

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

Parameter	FY 2023-2024	FY 2022-2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	5,962
(ii) Groundwater	-	-
(iii) Third party water	15,13,541	4,89,707
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater storage)	8,596	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15,22,137	4,95,669
(vi) Total volume of water consumption (in kilolitres)	15,22,137	3,90,919
Water intensity per rupee of turnover (KL per crore INR of revenue)	168 * *The increase in intensity is due to inclusion of metallic division operations	56.5

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Parameter	FY 2023-2024	FY 2022-2023
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/USD million)	372	-
Water intensity in terms of physical output (KL/MT of total goods produced)	1.10	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-2024	FY 2022-2023
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of Treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties		
- No treatment	1,56,842KL (Sent for Treatment)	1,04,750 KL (Sent for Treatment)
- With treatment – please specify level of Treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kiloliters)	1,56,842KL (Sent for Treatment)	104,750 KL (Sent for Treatment)

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

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

No

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

Parameter	Please specify unit	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
NOx	MT	212.97	3 [#]
SOx	MT	175.54	2 [#]
Particulate matter (PM)	MT	561.07	32 [#]
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	mg/m ³	-	-
Others – please specify	PPM	-	-

#Emission from metallics and steel division operations is unaccounted

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

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	17,69,062*	2545
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,60,096*	257839
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per INR crore	223*	37.32
Total Scope 1 and Scope 2 intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO ₂ per USD million	495	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent per MT of total goods produced	1.51	-

* The increased emissions are due to inclusion of operations of metallica division

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

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide detail

WCL is advancing its sustainability efforts through a 42 MW Renewable Energy Round-The-Clock (RE-RTC) project via a Special Purpose Vehicle (SPV), expected to be operational by the 2026. Additionally, the company has successfully commissioned a 2MW solar rooftop system at its Bhopal plant since April 2024 and a renewable energy project is proposed for the Mandya plant.

WCL has also implemented various energy conservation initiatives, including the installation of variable frequency drives, digital temperature controllers, retrofitting conventional lights with LED lights, upgrading to efficient pumps, and enhancing the HVAC system

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

Parameter	FY 2023-2024	FY 2022-2023
Total Waste generated (in metric tonnes)		
Plastic waste (A) (MT)	441.6	671
E- waste (B) (MT)	0	4.34
Bio-medical waste-C (MT)	0	-
Construction and demolition waste (D) (MT)	-	-
Battery waste- E	-	-
Radioactive waste (F) (MT)	-	-
Other Hazardous waste. Please specify, if any. (G) (MT)	<ul style="list-style-type: none"> • ETP Sludge: 55 • Expander Sludge: 132.91 • Paint waste cutback tape: 60.13 • Paint Cake: 420 • Used waste oil: 17.9 • Empty barrels/ containers contaminated with hazardous chemicals /waste: 234 • Cotton Waste: 1.65 	<ul style="list-style-type: none"> • ETP Sludge: 94 MT • Expander Sludge: 73 MT • Paint waste cutback tape: 24 MT • Paint Cake: 250 MT • Used waste oil: 8 MT • Empty barrels/ containers contaminated with hazardous chemicals /waste: 66 MT • Cotton Waste: 1 MT

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-2024	FY 2022-2023
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (MT)	<ul style="list-style-type: none"> • MS Scrap: 29827.10 • Other than MS scrap: 2663.57 • Wooden pallets: 40 • BF slag: 188300.70 • Skul/ Skul sludge : 5785.90 • Other Metal Scraps: 182.0 	<ul style="list-style-type: none"> • MS Scrap: 16,355 MT • Other than MS scrap: 1,298 MT • Wooden pallets: 319 MT
Total (A+B + C + D + E + F + G + H) (MT)	2,28,163 MT* *The increase in waste generation is due to inclusion of metallics division operations	19,163 MT
Waste intensity per rupee of turnover (MT/INR crore)	25	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (MT/USD million)	56	-
Waste intensity in terms of physical output (MT/MT of total goods produced)	0.17	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (MT)	<ul style="list-style-type: none"> • MS Scrap & Other metal scrap : 30009.18 • BF slag: 188300.7 • Skul/ Skul sludge : 5785.9 • Other than MS scrap: 2663.57 • Wooden pallets: 40 	MS Scrap: 18402 MT
(ii) Re-used (MT)	-	Wooden Pallets: 319 MT
(iii) Other recovery operations (MT)	675.60	
Total (MT)	227475	18721
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	687.58 MT	442 MT
(ii) Landfilling	-	
(iii) Other disposal operations	-	
Total	687.58 MT	442 MT

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

Business Responsibility & Sustainability Report (Contd.)

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.

WCL effectively manages waste at all its locations through a comprehensive waste management system. Waste is categorized and handled based on its type, either non-hazardous or hazardous. Each plant has a designated storage yard for different waste categories. Standard Operating Procedures (SOPs) have been developed to ensure smooth operations, handling, and transportation. After segregation, waste is transported to vendors or recyclers authorized by Pollution Control Boards.

Most of the hazardous waste generated is either recycled or co-processed through authorized agencies to ensure minimization of environmental impact caused due to disposal to landfill.

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, please specify details in the following format:

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

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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In FY 2023-24, there was no Environment impact Assessment carried out

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 agency such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company is compliant with all the applicable environmental laws defined by the state and central regulatory authorities.

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

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

- (i) Name of the area: Anjar
- (ii) Nature of operations: Manufacturing of Steel Pipe, Pig Iron, Sponge Iron and Billets
- (iii) Water withdrawal, consumption and discharge in the following format: WCL's Anjar facility falls under a water stress area. We have setup a 30 MLD Sewage Treatment plant at our Anjar factory, which recycles sewage wastewater from the neighbouring towns, leading to zero intake of freshwater for manufacturing processes.

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-2024	FY 2022-2023
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	14,27,096	4,09,131 KL
(iv) Seawater / desalinated water	0	0
(v) Others (Domestic waste water from municipality)	0	0
Total volume of water withdrawal (in kiloliters)	14,27,096	4,09,131
Total volume of water consumption (in kiloliters)	14,27,096	3,04,381
Water intensity per rupee of turnover (Water consumed / turnover)	157 KL per crore* *The increase in intensity is due to inclusion of metallics division operations	44.0
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/USD million)	348	-
Water intensity in terms of physical output (KL/MT of total goods produced)	1.37	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No Treatment		
With treatment- Please specify level of treatment		
(ii) To Groundwater		
No Treatment		
With treatment- Please specify level of treatment		
(iii) To Seawater		
No Treatment		
With treatment- Please specify level of treatment		
(iv) Sent to third-parties		
No Treatment	1,55,506 (Sent for Treatment)	1,04,750 (Sent for Treatment)
With treatment- Please specify level of treatment		
(v) Others		
No Treatment		
With treatment- Please specify level of treatment		
Total water discharged (in kilolitres)	1,55,506 (Sent for Treatment)	1,04,750 (Sent for Treatment)

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

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Please specify unit	FY 2023-2024	FY 2022-2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Scope 3 emissions not carried out	12,02,951 # (The emission inventory includes 3 out of 12 applicable categories. # Scope 3 emissions from Sponge iron and billets division operation is unaccounted)
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/INR crore	Scope 3 emissions not carried out	174 tCO ₂ e per crore

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No, independent assurance is not carried out for scope-3 emission

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

Not Applicable

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

Sr . No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of Zero fresh water for manufacturing process at WCL Anjar.	The 30 MLD STP installed at Welspun manufacturing at Anjar at a Group level ensures recycling and treatment of sewage water generated from nearby 3 nos. of municipalities	Zero freshwater utilization for industrial operations
2	Power factor improvement at WCL Bhopal plant	The installation of IGBT Base Power factor controller helps to maintain PF above 0.99	Improved financial and energy savings

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

Yes, WCL has a business continuity and disaster plan in place.

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?

There is no significant adverse impact to the environment, arising from the value chain of WCL

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

100% of critical suppliers assessed based on suppliers' code of conduct consisting of ESG aspects including environmental compliance.

Business Responsibility & Sustainability Report (Contd.)

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

LEADERSHIP INDICATORS
1. a) Number of affiliations with trade and industry chambers/ associations

Welspun Corp Limited (Standalone) has affiliations/is a member of 20 associations

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

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State National)
1	The Associated Chambers of Commerce and Industry (ASSOCHAM)	National
2	Indian Merchants Chamber (IMC)	National
3	Indian Pipe Manufacturers Association (IPMA)	National
4	Federation of Kutch Industries Associations, (FOKIA)	National
5	International Tube Association, India Chapter (ITA)	National
6	Pipeline Research Council International (PRCI)	National
7	National Association of Corrosion Engineers (NACE)	National
8	Sponge Iron Manufacturers Association (SIMA)	National
9	Confederation of Indian Industry (CII)	National
10	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
11	Engineering Export Promotion Council (EEPC)	National
12	Federation of Indian Exporters Organization (FIEO)	National
13	Interstate Natural Gas Association of America (INGAA)	International
14	Southern Gas Association (SGA)	International
15	North American Steel Pipe Distributors (NASPD)	International
16	Pipe liners Association of Houston	International
17	San Antonio Pipeliners Association (SAPA)	International
18	American Line Pipe Association (ALPA)	International
19	US-India Business Council (USIBC)	International
20	American Society of Mechanical Engineers (ASME)	International

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

Name of Authority	Brief of the case	Corrective action taken
Nil		

LEADERSHIP INDICATORS
1. Details of public policy positions advocated by the entity

S.no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/ No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
Not Applicable					

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**ESSENTIAL INDICATORS**

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

Not Applicable

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

Not Applicable

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

Community complaints are initially brought to the CSR team's attention, if any. The issue is discussed with the appropriate department depending on the type of grievance. Accordingly, actions are taken to address the grievance. The action plan is carried out in accordance with mutual agreement.

4. **Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

	FY 2023-2024	FY 2022-2023
Directly sourced from MSMEs/ Small producers	3.81%	1.91%
Sourced directly from within the district and neighbouring districts	74.00%	66.60%

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 2023-2024	FY 2022-2023
Rural	0%	0%
Semi-urban	69.61%	70.63%
Urban	3.64%	3.66%
Metropolitan	26.75%	25.71%

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):**

No negative social impact identified

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

State	Aspirational District information	Amount spent in INR
CSR activities are executed in villages around the manufacturing sites. No aspirational districts are taken up currently under CSR.		

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**

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

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

Not Applicable

6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1.	WelShiksha	1,88,011	100% (Children)
2.	WelNetrutva	69,648	100% (Women)
3.	WelSwasthya	3,17,899	100% (Children+ Women+ Elderly Citizen)
4.	WelSuraksha	1,38,382	
5.	WSSW	17	100% (Women), Won 140+Medals
6.	WelPrakruti	20,517 (Trees)	-
7.	WelKrishi	1,19,674	100% (Farmers)
8.	WeVolunteer	4,567	-
9.	Convergence	10,070	-
10.	WelDisha	260	-

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner
ESSENTIAL INDICATORS
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

In case any product supplied to the client is found to not conform to the specifications, the Clients can raise a formal customer complaint. Upon receiving the complaint, we review the same, refer the data of the testing done at our mills and if need arises, we mobilise our inspector to the site to verify the complaint. Once the complaint is verified as genuine, a root cause analysis is done to identify the root cause/s and a Corrective And Preventive Actions (CAPA) is prepared and presented to the customer. Any commercial issues, costs for repair/ rectification, rectification plan schedule etc is negotiated with the customer and the rectification/ repairs are completed. As a preventive action, any lessons learnt from the project are discussed at Quarterly review meetings and any modifications needed to the SOP's/ Quality Assurance Plans are made. The lessons learnt are taken into consideration while negotiating any future project contracts.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	100% The information wherever applicable is provided in the contract/user manual/technical specification sheet.
Safe and responsible usage	100% The information wherever applicable is provided in the contract/user manual/technical specification sheet.
Recycling and/or safe disposal	100% The information wherever applicable is provided in the contract/user manual/technical specification sheet.

Business Responsibility & Sustainability Report (Contd.)

3. Number of customer complaints

	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other (Product related)	0	0	Nil	0	0	Nil

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

	Number	Reason for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes. <https://www.welspuncorp.com/company-policies.php>

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.

Cyber Security and Data privacy of customers: We have project specific server/ share point for each project where the data pertaining to that project is stored. The access to this is controlled and provided to only select persons handling the project. Generally, project contracts have a secrecy/ non-disclosure clause wherein a specific period is mentioned up to which we must store the project data with us. If not, then the project data is stored for a period of 5 years. Re-occurrence of instances of product recalls: In case even after taking the preventive actions and modifications to SOP's Quality plans as mentioned above, there is an instance of a re-occurrence of defects, then a re-assessment of the root cause analysis is done any parameters that were previously overlooked are identified. A new CAPA is made and accordingly actions taken, and any further necessary changes made to the SOP's and Quality plans Penalty/ action taken by regulatory authorities. We are certified as per ISO 45001 and SA 8000 and continue to conform to the same.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact – Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil

LEADERSHIP INDICATORS

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

We manufacture and supply to the customer's specification. Our product range is available at our website <https://www.welspuncorp.com/products-and-services.php>

Business Responsibility & Sustainability Report (Contd.)

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

WCL manufactures and supplies the finished products as per customer's specification. A safe handling procedure to efficiently handle the finished products without damage and a preservation procedure to safely store the finished products for a long term are provided to the customer against the specific project.

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

Any forced major events or other delays in delivery/ project progress, in a project are immediately informed to the client as soon as they come to WCL's knowledge through voice communications and Emails.

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

Yes, WCL marks API 5L requirements through the API monogram and minimum required information is always marked on each pipe. In addition, depending on project requirements, specific additional information can be marked and is covered under a separate document titled "marking map." Depending on customer requirements, 1D or 2D bar codes can also be applied to the pipes at specified locations. Upon the completion of the final delivery of every project, a customer feedback form is sent to the customer. Their responses and ratings are noted and circulated to the plant, quality team and all relevant departments for their continuous improvement. The customer satisfaction scores across various projects are compiled into a final CSAT (Customer Satisfaction) score. This score must satisfy the CSAT target for the year. If not, then a root cause analysis and CAPA (Corrective and Preventive Actions) is performed.

Independent Assurance Statement

To,

Welspun Corp Limited

Welspun House, 5th Floor,

Kamala City, Senapati Bapat Marg,

Lower Parel (W), Mumbai 400013

Independent Assurance Statement to Welspun Corp Limited on select non-financial disclosures in the Business Responsibility & Sustainability Report for the financial year 2023-24.

Introduction and objective of engagement

Welspun Corp Limited (the 'Company') has developed its Business Responsibility and Sustainability Report (BRSR) (the 'Report') based on the BRSR reporting guidelines prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct, 2018 (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard. The BRSR will be part of the Company's Annual Report 2023-24.

BDO India LLP (BDO) was engaged by the Company to provide independent limited assurance on select non-financial information in the Report for the financial year 2023-24.

The Company's responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement, whether due to fraud or error.

BDO's responsibilities

BDO India LLP responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the 'Scope & boundary of Assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement" issued by the International Auditing and Standards Board. We applied the criteria of 'Limited' assurance.

Scope & boundary of assurance

We have assured the select indicators in the Report pertaining to the Company's non-financial performance covering its operations for the period 1st April 2023 through 31st March 2024. The indicators under the scope of assurance are listed in Appendix 1.

Assurance methodology

Our assurance process entails conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/ omission of relevant information/ data in the Report. Our review process included:

- Evaluate and assess the appropriateness of the quantification methods used to arrive at the non-financial sustainability information of the select BRSR indicators in the Report;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at the corporate level who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.
- Verification of non-financial/sustainability performance data, on sample basis, based on our professional judgement, was done for Anjar and Bhopal locations only.

Independent Assurance Statement (Contd.)

Limitations and exclusions:

There are inherent limitations in an assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the Report may remain undetected.

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2023 to 31st March 2024)
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topic other than those listed in the 'Scope & boundary of assurance' and the indicators listed in Appendix-1;
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration/targets, expectation, aim or future intention.

Our observations

We have reviewed the disclosures in the "Report" for the reporting period from 1st April 2023 through 31st March 2024. The disclosures of the Company, covered under the 'Scope and boundary of assurance', are fairly reliable.

Our conclusions

Based on the procedures performed and evidence obtained as defined under the 'Scope & boundary of assurance', nothing has come to our attention that causes us not to believe that the disclosures of the Company is presented fairly in accordance with the relevant reporting guidelines/standards.

Our assurance team and independence

BDO India LLP is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India LLP is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India LLP

Indra Guha
Partner | Sustainability & ESG
Business Advisory Services

Gurugram, Haryana
28 August 2024

Independent Assurance Statement (Contd.)

Appendix 1 (to be read as part of 'Scope and boundary of assurance')

The sustainability indicators/disclosures considered during the engagement are presented below:

Section/Principle	Indicator
Section A: General Disclosure	Employees and workers (including differently abled)
	Differently abled Employees and workers
	Participation/Inclusion/Representation of women
Principle 1: Essential Indicator 8	No. of days of accounts payable
Principle 3: Essential Indicator 1	Details of measures for the well-being of employees and workers
Principle 3: Essential Indicator 5	Return to work and Retention rates of permanent employees and workers that took parental leave
Principle 3: Essential Indicator 8	Details of training given to employees and workers
Principle 3: Essential Indicator 9	Details of performance and career development reviews of employees and worker
Principle 3: Essential Indicator 11	Details of safety related incidents for employees and workers
Principle 5: Essential Indicator 1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity
Principle 6: Essential Indicator 1	Details of total energy consumption (in Joules or multiples) and energy intensity
Principle 6: Essential Indicator 3	Details of the disclosures related to water
Principle 6: Essential Indicator 4	Details related to water discharged
Principle 6: Essential Indicator 6	Details of air emissions (other than GHG emissions)
Principle 6: Essential Indicator 7	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Principle 6: Essential Indicator 9	Details related to waste management by the entity