



**BUSINESS RESPONSIBILITY AND  
SUSTAINABILITY REPORT (BRSR)**

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L29199DL1985PLC015796
2	Name of the Listed Entity	UNITED DRILLING TOOLS LIMITED
3	Year of incorporation Date	24/05/1985
4	Registered office address	139A, First Floor, Antriksh Bhawan, 22 Kasturba Gandhi Marg, New Delhi - 110001
5	Corporate address	26 <sup>th</sup> Floor , Astrails Tower Supernova complex, Sector -94, Noida – 201301, Distt. Gautam Budh Nagar, Uttar Pradesh
6	E-mail	compsect@udtltd.com
7	Telephone	0120-4162715, 4842400
8	Website	WWW.UDTLTD.COM
9	Financial year for which reporting is being done	April 1, 2022- March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India (NSE) Ltd.
11	Paid-up Capital	2,03,03,126 equity shares of ₹10/- each fully Paid-up i.e; Rs. 20,30,31,260
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name - Nikhil Gupta compsect@udtltd.com +91 8750055919
13	Reporting boundary	Standalone basis

### II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	NIC Code	% of Turnover of The Entity
1	Casing Pipe With Connection and Wireline Winches	UNITED DRILLING TOOLS LIMITED is involved in the production and sale of Oil Drilling tools and Equipment's.	28221	100

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

S. No	Product/Service	NIC Code	% of total Turnover contributed
1	Casing Pipe With Connection and Wireline Winches	28221	100

### III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	4	2	6

**Number of plants:**

1. C-41, Sector -81, Noida - 201305 Distt. Gautam Budh Nagar, Uttar Pradesh
2. Plot No. 523, New Area, KSEZ, Gandhidham, Kutch – 370230, Gujarat
3. Plot No. 129G/25-26, Noida Special Economic Zone (NSEZ) – 201305, Distt. Gautam Budh Nagar, Uttar Pradesh
4. Plot No. 423/3 & 424/4 Luni, Luni to Gundala Road, Mundra – Kutch - 370410, Gujarat

**Number of offices:**

1. Registered office: New Delhi
2. Corporate / Head office: Noida
3. Technical centre at Noida

International	0	0	0
Number of Plants: NIL			
Number of offices: NIL			

## 17. Markets served by the entity:

**a. Number of locations**

Locations	Number
National (No. of States)	8 (Eight)
International (No. of Countries)	5 (Five)

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

The overall contribution of the exports to the total turnover is 3.41%.

**c. A brief type of customers**

United Drilling Tools Limited are engaged in the manufacturing of high-tech machines and tools such as wire-line winch units, artificial gas lift equipment, down hole tools and high-performance connectors, being used in the oil, gas, drilling and allied industries.

Manufacturing facilities have the most advanced machines and include four-major sections - Machine shop with CNC and Special-purpose lathes, VTL's, VMC's Milling machines, Drilling machines, Cylindrical grinders etc. Fabrication, assembly and testing shops.

Design, research, development and engineering Department - Quality assurance department to provide destructive testings such as Tensile test, impact test and hardness test and non-destructive testing such as ultrasonic magnaflux, phased array, dye-penetration and Radiography. Testing facilities include Tension, compression, bending, internal and external pressure testing machines & fixtures.

The manufacturing facilities have been designed to deliver high quality products of proven designs in conformity with international standards as per ISO 9001-2015 & API standards (API license No. 5CT-0565, 5L-0424, 7-1-0393, 19G1-0008, 19G2-0010).

Our customer base includes ONGC, WEA FRI, PITMAN, WELSPUN, OIL INDIA LTD, HALLIBURTON, PETROLEUM DEVELOPMENT OMAN & SCHLUMBERGER ETC.

IV Employee

18. Details as at the end of Financial Year:

a. Employees and workers including differently abled

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	150	146	97.33%	04	2.67%
2.	Other than Permanent (E)		-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>150</b>	<b>146</b>	<b>97.33%</b>	<b>04</b>	<b>2.67%</b>
<b>WORKER</b>						
1.	Permanent (D)	27	27	100%	-	-
2.	Other than Permanent (E)	165	165	100%	-	-
3.	<b>Total employees (D + E)</b>	<b>192</b>	<b>192</b>	<b>100%</b>	-	-

b. Differently abled employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	<b>Total differently abled employees (D + E)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>
<b>WORKER</b>						
1.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
2.	Other than permanent (G)	NIL	NIL	NIL	NIL	NIL
3.	<b>Total differently abled workers (F + G)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29
Key Management Personnel	4	NIL	NIL

20. Turnover rate for permanent employees and workers

Figures in %

	FY 2022-23 (Turnover rate in current FYC)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8	0	8	2	0	2	3	0	3
Permanent Workers	23	0	23	16	9	9	17	0	17

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

## 21. a) Names of holding / subsidiary / associate companies / joint ventures

Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	New Name	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	M/s P Mittal Manufacturing Private Limited	Subsidiary company	100%	No

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes  
 (ii) Turn-over (in lacs) – ₹12091.38  
 (iii) Net Worth (in lacs) – ₹24627.40

## VII. Transparency and Disclosure

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes finance@Udtltd.com	Nil	Nil	NA	Nil	Nil	NA
Shareholder	Yes, Shareholders grievance mechanism	5	0	NA	6	1	Resolved in the Quarter June, 2022
Employees	Yes, HR@udtltd.com	The company has established robust mechanisms for engagement with all its stakeholders. Code of conduct for our employees, customers, and other stakeholders are set up and provide ample avenues for reporting and resolving grievances. No grievances other than those that may occur in the normal course of business.					
Communities	Yes						
Customers	Yes, Enquiry@udtltd.com						
Value Chain Partners	Yes, enquiry@udtltd.com						

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

The material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, which is as under

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate Positive or Negative implications)
1.	Product Innovation, safety and quality	opportunity	As the economic is growing up at faster pace and government policy being made for the "Atmanirbhar Bharat" and better opportunity for indigenous industries to supply the products government companies	NA	To grasp up the right opportunity made positive impact on financial position. The right type of marketing strategy and products design and developments, Broad base the market according to industries situation impact our business in a positive manners.
2.	Customer Satisfaction	Opportunity	The quality products according to specification provided by the customers leads to the customer satisfaction, which is way to penetrate the market penetration and developments and resulting that of gain to the company	NA	Positive impact on the financial position. The customer stratification is ultimate goal of the company, which broad base the new customers, new market area and leads to the frequent orders from existing customers, helping in the market expansion.
3.	Corporate Governance _ Board oversight Conflict of Interest , Ethics , Risk and Compliance	Risk	The effective compliance all the policy made for governance of the company in the true spirit , which is necessary for achieving the goals and objective of the company	By making suitable Governance policy according rules and law of the country and industry prospect.	Negative impact on financial as it leads to financial loss and damage of goodwill of the company

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

- P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P5 Businesses should respect and promote human rights.
- P6 Businesses should respect and make efforts to protect and restore the environment.
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 Businesses should promote inclusive growth and equitable development.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
<b>Policy and Management Process</b>										
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	Yes
(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	UNITED DRILLING TOOLS LIMITED has inculcated various policies throughout its business conduct to align themselves with all the regulatory guidelines and it is available on the company's website Link: <a href="https://udt ltd.com/policies/">https://udt ltd.com/policies/</a>									
2. Whether the entity has translated the policy into procedures	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N	N

4. Name of the national and international codes / certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The organization abides by all the applicable laws and standards for the above given principles. The manufacturing facilities have been designed to deliver high quality products of proven designs in conformity with international standards as per ISO 9001-2015, & API standards (API license No. 5CT-0565, 5L-0424, 7-1-0393, 19G1-0008,19G2-0010).
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The company has identified and set goals and targets with defined timelines.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable

**Governance Leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are fully dedicated to our commitment towards society performing our duties by providing drive of improvements in educations, rural developments, medical facility for poor people, who cannot affords costly medical treatments etc. through our CSR activities. We make best efforts relating to conservation of resources of natural / environment and managing our operational/ manufacturing such way that minimum impact on environment. We screening (governing) our business/operational activities in such a way and their environmental and social impacts by ensue that which leads to create a value to all the stakeholders.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Pramod Kumar Gupta, Chairman-cum-Managing Director

**Managing Director**

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board is responsible for sustainability related issues. Please refer to the Directors' Report for details.
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## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									At regular intervals as required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes. We comply with all applicable laws of the land we operate in.									At regular intervals as required								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.										Yes, external assessment was carried out by our Statutory Auditor, Internal Auditors and Secretarial Auditors other technical Auditors.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NOTE APPLICABLE								
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)									
It is planned to be done in the next financial year (Yes/No)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1

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

##### Essential Indicators

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

**UNITED DRILLING TOOLS LIMITED** is unwavering in its commitment to conduct business in a manner that upholds the highest echelons of morality and professionalism. The organization has formulated a comprehensive “Code of Conduct” (CoC) that encompasses the entire spectrum of our operations. Rooted in the fundamental tenets of ethics, accountability, and transparency, this code serves as our guiding compass.

The CoC delves into an array of crucial subjects, ranging from bribery and corruption to unwavering adherence to our company’s bedrock principles of corporate behaviour. It stands as a safeguard to ensure that our actions align with regulatory obligations, fostering an environment of ethical excellence.

Across the global landscape, it is incumbent upon all members of our workforce to fully embrace and adhere to the code of conduct (CoC). This initiation occurs as an integral part of the induction process, ensuring a holistic understanding of our ethical framework. Our organization leaves no stone unturned to guarantee that every employee undergoes regular training sessions covering various facets, including safety protocols, codes of conduct, and matters related to human rights, such as Prevention of Sexual Harassment (POSH).

These comprehensive training sessions extend to every facet of our workforce, from the board of directors to key managerial personnel, and cascade down to every employee and worker. The focus is on Codes of Conduct, as well as aspects linked to human rights (such as POSH) and safety, thereby fostering a culture of continuous learning and responsible corporate behaviour.

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	7	The Directors of the Company are given extensive information through plant visit(s), periodical updates and detailed presentations. Our familiarisation programme includes awareness trainings on topics like ESG & CSR, exhaustive presentations on the Company’s internal control systems, Audit process, and on new development initiatives.	50%
Key Managerial Personnel	4		100%
Employees other than Board of Directors and KMPs	76	Employees undergo regular training programmes in the areas of skill upgradation, process orientation, soft skill development and safety.	50%
Workers	98	Workers are given regular process training, safety training, fire fighting training and other technical trainings.	59%



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
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	1. The Fine being imposed by BSE and NSE amounting to ₹4,57,840/- for the purported Non-compliance under Regulation 21(2) of listing regulations. The company has deposited the said amount under protest. The Company filed a waiver application to BSE and NSE on 21.01.2023 which yet to be decided by stock exchanges. 2. The Fine being imposed by BSE only amounting to ₹4,36,600/- for the purported Non-compliance under Regulation 21(9) of listing regulations. The Company has filed combined waiver application to BSE on 21.01.2023 which yet to be decided by stock exchange.				
Settlement			NA		
Compounding Fee			NA		

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.

Nil

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

Yes, the code of conduct covers anti-corruption and anti-bribery. The company has a Vigil Mechanism framed under section 177 of the Companies Act, 2013 . The policy ensures that all the entities abide by anti-bribery and corruption laws in all spheres of business, and comply with the requirements preventing improper payments under all applicable anti-bribery and corruption laws. The company is committed to prevention, deterrence and detection of any unethical business practices. The policy is applicable to all the employees, contractor workers, and suppliers associated with the organization. Our Guiding Principles documents clearly states that the company does not accepts gifts, favours or entertainment from any person or organisation with which there are official dealings.

For more details refer the link given below: <https://udtltd.com/policies>

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints regarding conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total no of awareness programmes held	Topics/principles covered in training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
NOT APPLICABLE		

- 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 policy on Code of Conduct for Directors and Senior Management expects that all its Senior Management team discloses potential conflicts of interest that they may be there regarding any matter and comply with applicable laws and guidelines. We are processes in place to avoid and manage conflicts of interest involving members of the Board

All Board members submit disclosure of their interest in other entities pursuant to Section 184 of the Companies Act, 2013 at the first Board Meeting of every financial year and also as & when there is a change in previous disclosure made. The Company also prepares a Related Party List pursuant to provisions of Companies Act, 2013 and SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, which is being monitored to check proposed related party transactions/potential conflict of interest and ensures prior approvals of the Board/Audit Committees/Shareholders as the case may be, are in place. The company is committed to identifying and managing conflicts of the interest to ensure the highest level of ethical standards. Website:- <https://udtltd.com/code-of-conduct>.

### PRINCIPLE 2:

#### Businesses should provide goods and services in a manner that is sustainable and safe

##### Essential Indicators

- 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.

The relentless pursuit of technological progress and the spark of innovation are the cornerstones upon which our enduring success is built. Our Research and Development (R&D) division stands as the propelling force driving the Company's mission to set new industry standards. Simultaneously, we hold steadfast in our commitment to embrace a diverse array of technological breakthroughs. The heart of our R&D initiatives beats to the rhythm of creating pioneering products and transformative modifications that amplify customer contentment, elevate the bar of quality, ensure unwavering safety, and fortify dependability. This virtuous cycle results in a decreased overall cost of ownership, all while strictly adhering to the rigors of stringent emissions regulations.

A fraction of our overall R&D and capital expenditure (capex) investments are diligently channelled into specific technologies with the aim of enhancing both environmental and societal impacts tied to our products and processes. This targeted allocation stands in proportion to the entirety of our R&D and capex endeavours, each bearing testament to our commitment.

Within the annual report, the allocation of both capital and revenue expenditures for Research and Development undertakings has been meticulously categorized under the respective headings. However, due to the intricate interplay of these expenditures, the task of segregating them into discreet categories remains a practical challenge.

	FY 2022-23	FY 2021-22
R&D	100%	100%
Capex	2.96	2.18

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

Yes. The company has a procedure for sustainable sourcing and procurement and adhere to all essential requirements for sustainable production and consumption of products and related activities and processes. We have also integrated critical material lifecycles and circular economy measures into product procurement, manufacturing, and end-of-life of our products. Our sustainability policy emphasizes the optimal use of resources such as energy, water and raw materials for all products and ensures that the manufacturing process is in harmony with the environment and fulfils our social responsibilities. Whenever applicable and feasible, environmental, and social sustainability requirements are added to bidding documents by reference to national and regional international standards or equivalents.

- (b) If yes, what percentage of inputs were sourced sustainably?

The main raw material is Steel and Metals. It is widely available, in a sustainable manner, both from domestic and overseas market and the services of transport/railway authorities are available for the transportation of raw material to our manufacturing facilities.

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

The company is working towards achieving a circular economy by ensuring the use of the 3R principle of Reduce, Reuse and Recycle. This principle has helped in optimizing resource utilization with minimal environmental impact.

- Plastics (including packaging) – Reuse
- E-waste – Being disposed of through authorised re-cyclers
- Hazardous waste (Oil mixed with water) – Being disposed of through authorised re-cyclers
- The company is also making constant efforts to achieve zero waste to landfill.
- It is running paperless operations during the bidding process to decrease their footprint.
- All the hazardous waste is either treated, co-processed in cement kilns or sent to authorized vendors for disposal.
- The non-hazardous waste is segregated and sold to authorized dealers, while the hazardous waste is treated in adherence to prescribed guidelines.
- Waste generated is tracked and reported for better management.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No, the organization is not following the Extended Producer Responsibility plan currently

### 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?

Currently, the company has not conducted any Life Cycle Perspective / Assessments (LCA) for any of its products.

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.

There are no environmental or social concerns arising from the disposal of its products. The organization proactively ensures that all necessary steps are taken during the disposal of products.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).  
Not Applicable
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:  
Not applicable
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.  
Not applicable

**PRINCIPLE 3:**

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

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

UDTLTD is dedicated to fostering a culture of performance excellence inside the Company by investing in the development of its workers’ skills and competencies as well as assuring their overall advancement and well-being. The following table provides a percentage of employees (Permanent employees & Other than Permanent employees) covered under the well-being measures in the reporting year.

<b>% of Employees covered</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance care facilities</b>		<b>Accident insurance</b>		<b>Maternity Benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities</b>	
		<b>No. (B)</b>	<b>(B/A) %</b>	<b>No. (C)</b>	<b>(C/A) %</b>	<b>No. (D)</b>	<b>(D/A) %</b>	<b>No. (E)</b>	<b>(E/A) %</b>	<b>No. (F)</b>	<b>(F/A) %</b>
<b>Permanent Employees</b>											
Male	146	127	86.99%	146	100%	NA	NA	NA	NA	NA	NA
Female	04	02	50%	04	100%	NA	NA	NA	NA	NA	NA
Total	150	129	86%	150	100%	NA	NA	NA	NA	NA	NA
<b>Other than Permanent employees</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

1 (b) Details of measures for the well-being of workers:

The following table provides a percentage of workers (Permanent workers & Other than Permanent workers) covered under the well-being measures in the reporting year.

<b>% of workers covered</b>											
<b>Category</b>	<b>Total (A)</b>	<b>Health insurance care facilities</b>		<b>Accident insurance</b>		<b>Maternity Benefits</b>		<b>Paternity benefits</b>		<b>Day care facilities</b>	
		<b>No. (B)</b>	<b>(B/A) %</b>	<b>No. (C)</b>	<b>(C/A) %</b>	<b>No. (D)</b>	<b>(D/A) %</b>	<b>No. (E)</b>	<b>(E/A) %</b>	<b>No. (F)</b>	<b>(F/A) %</b>
<b>Permanent workers</b>											
Male	27	27	100%	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	0	0	NA	NA	NA	NA	NA	NA	NA	NA
Total	27	27	27	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent workers</b>											
Male	165	NA	NA	165	100%	0	NA	NA	NA	NA	NA
Female	0	NA	NA	0	0	0	NA	NA	NA	NA	NA
Total	165	NA	NA	165	100%	0	NA	NA	NA	NA	NA

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

Benefits	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes
Gratuity	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes	100% of the applicable employees, as per the relevant Act	100% of the applicable employees, as per the relevant Act	Yes
ESI	28% of the applicable employees, as per the relevant Act	29% of the applicable employees, as per the relevant Act	Yes	37% of the applicable employees, as per the relevant Act	37% of the applicable employees, as per the relevant Act	Yes

**3. Accessibility of Workplace-**

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, the premises of Company constructed in a way that is accessible to differently abled workers and employees and are as per the requirements of the Rights of Persons with Disabilities Act , 2016.

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

The company has constantly been working on providing equal opportunity and promoting equal rights. It is very strict with its anti-discrimination stands. The company has an holistic approach towards providing employment opportunities at plant and office location based on the nature of disabilities.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

**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. The Board of Directors of the Company has adopted POSH- (Prevention of Sexual Harassment Act), CoC- (Code of Conduct), for all classes of permanent employees and workers. All the employees and workers can report the human rights abuses through dedicated channels. And also Whistle Blower Policy in place to establish a vigil mechanism for the Directors, employees, vendors and dealers of the Company, to report genuine concerns or grievances.

The link to the same is available on Company's website at: <https://udtltd.com/policies>

If yes, give details of the mechanism in brief (Yes/No)	
Permanent workers	At our organization, all individuals, regardless of their status as permanent employees or workers, are encouraged to voice their concerns and report any grievances they may have. We have established a dedicated committee along with a set of well-defined Standard Operating Procedures (SOPs) to ensure that grievances are handled efficiently and effectively.
Other than Permanent workers	
Permanent Employees	Upholding Fundamental Values
Other than permanent Employees	Our company operates with a steadfast commitment to upholding human rights, guided by a comprehensive policy that reflects our ethical principles. Our Code of Conduct, Prevention of Sexual Harassment (POSH) guidelines, and vigilant Whistle-blower Policy all work in tandem to establish a robust framework. This framework is designed to swiftly address concerns and ensure that issues are resolved within a specified timeframe. We remain dedicated to creating an environment where every individual's voice is heard and every concern is taken seriously. Through our systematic approach and policies, we aim to foster an atmosphere of trust and accountability while nurturing a workplace that is respectful, secure, and responsive.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees /workers in espective category, who are part of association(s) or Union(B)	% (B / A)	Total Employee /workers irrespective category (C)	No. of employees/ workering respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

The company strives to provide appropriate education and training opportunities to develop its employees wherever possible, and conducts regular performance reviews for all employees. At company , all employees including fresh hire and new contact workers undergo mandatory Health and safety training during the time of orientation and on an ongoing basis consequently. And action plans are strictly followed to guide continuous learning and performance improvement at all locations. A tailored approach to nurturing employee needs has proven effective for organizations.

Category	Total FY23	Health and safety		Skill Development		Total FY22	Health and safety		Skill Development	
<b>Employees</b>										
Male	146	146	100%	146	100%	121	121	100%	121	100%
Female	04	04	100%	04	100%	04	04	100%	04	100%
Total	150	150	100%	150	100%	125	125	100%	125	100%
<b>Workers</b>										
Male	27	27	100%	27	100%	38	38	100%	38	100%
Female	-	-	-	-	-	-	-	-	-	-
Total	27	27	100%	27	100%	38	38	100%	38	100%

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

As an employee-centric company and provides continuous and ongoing support to its employees through various measures and initiatives. All promotions and salary increases are based on the employee’s annual performance evaluation and are in line with company performance stated with equal pay for men and women.

Category	FY 2023			FY2022		
	Total(A)	No.(B)	(B/A)%	Total(A)	No.(B)	(B/A)%
<b>Employee</b>						
Male	146	146	100%	121	121	100%
Female	04	04	100%	04	04	100%
<b>Total</b>	<b>150</b>	<b>150</b>	<b>100%</b>	<b>125</b>	<b>125</b>	<b>100%</b>
<b>Workers</b>						
Male	27	7	100%	38	38	100%
Female	-	-	-	-	-	100%
<b>Total</b>	<b>27</b>	<b>7</b>	<b>100%</b>	<b>38</b>	<b>38</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. In line with its integrated management system, the Company has successfully instituted certified safety management systems across all four manufacturing sites, spare parts departments, and the headquarters. This comprehensive approach extends its coverage to include all employees and workers, thereby enveloping them within a robust occupational health and safety management system.

- (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 have meticulously implemented a comprehensive process for identifying work-related hazards and conducting daily Hazard Identification and Risk Assessment (HIRA). This approach ensures that potential risks are assessed as an integral part of our daily routine. Our dedication to safety encompasses the following practices:

**Systematic Hazard Identification:** Work-related hazards are identified and evaluated using the procedure established for Identifying and Evaluating Environmental Aspects, Occupational Health & Safety hazards. Records of these evaluations are meticulously updated within our Aspect and Hazard Evaluation Register.

**Constant Vigilance:** We continually identify workplace hazards through various methods, including:

- Daily Safety Toolbox Talk: Regular discussions to install safety awareness.
- Daily Safety Inspection: Safety personnel, plant teams, and night duty officers conduct daily inspections.
- Routine Unsafe Condition Identification: Identifying and addressing unsafe conditions and acts.
- Weekly Senior Officer Inspections: Weekly inspections by senior officers to reinforce safety.
- Engagement with Workmen: Weekly shop floor safety meetings to collaborate with our workforce.
- Controlled Work Permits: Work permits issued by plant and safety personnel to ensure safe tasks.
- Safety Observation Tour (SOT): Tours around the plant to maintain safety standards.
- Safety Committee Meetings/Reviews: Regular meetings for safety review and enhancement.
- External Audits and Inspections: Third-party safety inspections and external audits contribute to our rigorous safety approach.

Through these multifaceted approaches, we are steadfast in our commitment to creating a work environment that prioritizes safety and safeguards the well-being of our workforce.

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

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks.

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

Yes. we offer a comprehensive array of benefits that underscore our commitment to their well-being:

Life Insurance: We provide life insurance coverage to ensure financial security for our employees and their loved ones.

Healthcare: The health of our employees is of utmost importance. We offer robust healthcare benefits to address medical needs and promote well-being.

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

Safety Incident/Number	Category	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL -	NIL -
	Workers	NIL -	NIL -
Total recordable work-related injuries	Employees	NIL -	NIL -
	Workers	NIL -	NIL -
No. of fatalities	Employees	NIL -	NIL -
	Workers	NIL -	NIL -
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.**

We make continuous efforts to provide a safe, productive and positive environment for employees/workers. We have implemented occupational health & safety (OH&S) Management system at our plants. The OH&S management system is also supported through safety observation (SO), legal and statutory compliance, internal and external audits by 3<sup>rd</sup> party etc.

**13. Provide the number of employees/workers having suffered high consequence work-related injury/ill health/fatalities. Complaints on the following made by employees and workers:**

	FY 22-23 (Current Financial Year)			FY 21-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	Nil	-	-	Nil
Health Safety	-	-	Nil	-	-	Nil



**14. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
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 unwavering commitment to accident prevention and safety enhancement is evident through various ongoing measures within our plants.

Zero Accident Aim

Adopting and refining best practices across roles with an unyielding pursuit of zero accidents.

These concerted measures reflect our organization's commitment to creating a safe and secure work environment. Our continuous efforts and improvement strategies propel us toward our ultimate goal of zero accidents.

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

Yes, the organization ensures that its employees and workers and their families are taken care of in case of any unfortunate situation. some of the initiatives already in place are:

- a. EMPLOYEES: Yes
- b. WORKERS: Yes.

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

Not Applicable

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

	<b>Total no. of affected employees/ workers</b>		<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>	
	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY2021-22 (Previous Financial Year)</b>	<b>FY2022-23 (Current Financial Year)</b>	<b>F2021-Y22 (Previous Financial Year)</b>
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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NOT APPLICABLE
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No corrective actions were taken as no major risks concerns were identified.

**Principle 4**

**Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

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

Our approach is characterized by persistent engagement and experiential insights gathered from both internal and external stakeholders. This collaborative effort enables us to discern their needs and expectations, ultimately guiding the formulation of sustainable strategies.

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

Stakeholder engagement is an ongoing process and over the years, the Company has established accessible channels for communication on topics related to various groups. The following table provide the company diverse stakeholder base and engagements:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), the	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	NO	Inter Office Memo, one-to-one counselling, Emails, Meetings	As and when required	To boost morale, to motivate them and to convey information.
Vendors	NO	Meetings, Calls, emails.	As and when required	To develop stronger relationships with vendors and to ensure regular timely supply of material
Customers	NO	Website, Email, Customer visits, Calls, Surveys	As and when required	To understand Customers Preferences and attitude towards the Products
Govt. Regulatory	NO	Email, E-Filings, Newspaper, Advertisements, Websites, Office Visits.	As and when required	To maintain Statutory records and to resolve issues, if any.
Shareholder & Investors	NO	Email, E-Filings, Newspaper, Advertisement, Website, Meetings, Investor conferences	As per regulatory requirements ; on request of shareholders	Understanding investor expectations and clarifying any concerns relating to Company.
Bankers & Financial Institutions	NO	Website, Email, One to one Meetings	As and when required	For working capital facilities or any other short term requirement.

## 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 communicate with our stakeholders mainly through the annual report, websites and the annual general meeting (AGM). We engage with our investors directly through our investor relations department and have a constant dialogue with them throughout the year on key environment, social and governance (ESG) related issues.

### 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.

We understand the consultations with the stakeholders are very important from the view of aligning its ESG strategies and goals. Thus by leveraging stakeholder engagements we plan to incorporate their view on the key material topics to help us in managing the identified risks and opportunities associated with them.

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

NIL

## 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 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (B)	% (D / C)
<b>Employees</b>						
Permanent	150	150	100%	125	125	100%
Other than permanent		-	-	-	-	-
Total Employees	150	150	100%	125	125	100%
<b>Workers</b>						
Permanent	27	27	100%	38	38	100%
Other than permanent		-	-	-	-	-
Total Workers	27	27	100%	38	38	100%

All the employees and workers are given trainings on human rights, safety and Code of Conduct on a periodic basis

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

Category	Total (A)	FY 22-23 Current Financial Year				Total (D)	FY 21-22 Previous Financial Year			
		Equal to minimum wages		More than Minimum Wage			Equal To minimum wages		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent										
Male		Minimum Wage is being complied as per the State / Central govt. regulations, as applicable								
Female										
<b>Other than Permanent</b>										
Male		Minimum Wage is being complied as per the State / Central govt. regulations, as applicable.								
Female										

Category	Total (A)	FY 22-23 Current Financial Year				Total (D)	FY 21-22 Previous Financial Year			
		Equal to minimum wages		More than Minimum Wage			Equal To minimum wages		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>										
Male	Minimum Wage is being complied as per the State / Central govt. regulations, as applicable									
Female	Minimum Wage is being complied as per the State / Central govt. regulations, as applicable									

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

Category	Male		Female	
	Number	Median remuneration In INR	Number	Median remuneration (In INR)
Board of Directors (BoD)	6	3,2,1617	1	3,21,167
Key Managerial Personnel	4	3,2,1617	-	3,21,167
Employees other than BoD and KMP	142	3,2,1617	4	3,21,167
Workers	192	NA	-	NA

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

Yes.

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

At our organization, ensuring the protection of human rights is of paramount importance. We have established a robust internal mechanism to address and redress any grievances related to human rights issues. This mechanism guarantees a fair and transparent process for individuals to voice their concerns and seek resolution.

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

These mechanisms ensure that all employees are treated with respect and dignity, and that their concerns are addressed in a fair and transparent manner without any discrimination.

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL		NIL		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights related issues						

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

The company emphasizes on creating an environment where everyone is treated with respect and dignity. The company's POSH policy offers guidance to ensure no form of misconduct such as discrimination and harassment takes place. The POSH committee has established a mechanism to address any complaints or concerns reported.

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

Yes. All our agreements and contracts include statutory and regulatory laws including the clause related to human rights, safe working place etc, A supplier code of conduct is also extended throughout the supply chain that insists every supplier to adhere to all applicable laws and regulations with respect to human rights and comply with this Code. Additionally, the company adheres to the principles of the UNGC (United Nation Global Compact), which include human rights clauses.

**9. Assessments for the year:**

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

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

Not Applicable

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

Not Applicable

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

No .

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

Yes.

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

Not Applicable

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

Currently there are no significant risks or concerns identified during the assessment process and hence no corrective actions were undertaken.

**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:**

(Figures in MJ)

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total electricity consumption (A)	43,63,200	36,33,580
Total fuel consumption (B)	5,46,706	7,71,400
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	49,09,906	44,04,980
Energy intensity per rupee of turnover (Total energy consumption/ turnover in Rupee)	0.41	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	617	520
(iii) Third party water	48	42
(iv) Seawater / desalinated water	-	-
(v) Others- Water from Municipality	-	-
(vi) Others- Collected rainwater	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	665	562
<b>Total volume of water consumption (in kilolitres)</b>	552	490
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover ₹ Cr) (calculated as per revenue from operations in ₹ Cr)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

No

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

Parameter	Please specify unit	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
NOx	MT	Below the norms of CPCB	Below the norms of CPCB
SOx	MT	Below the norms of CPCB	Below the norms of CPCB
Particulate matter (PM)	MT	Below the norms of CPCB	Below the norms of CPCB
Persistent organic pollutants (POP)	NA	Below the norms of CPCB	Below the norms of CPCB
Volatile organic compounds (VOC)	NA	Below the norms of CPCB	Below the norms of CPCB
Hazardous air pollutants (HAP)	NA	Below the norms of CPCB	Below the norms of CPCB

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

Parameter	Unit	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3358	3109
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kg of Co <sub>2</sub> e / Re	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Kg	-	-

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

**7. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.**

No

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	2 Tons	01 Tons
E-waste (B)	07 Tons	03 Tons
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	29 Nos	17 Nos
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
ETP Chemical sludge	1500 Kg	1200 Kg
Paint sludge, powder & filter	-	-
Phosphate sludge	-	-
Spent solvent	-	-
Used oil	270 Kg	123 Kg
Waste / reduces containing oil	-	-
Discarded containers	-	-
<b>Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)</b>	17 Tons Metal Scrap, 230 Kg Cartons, 17 Nos. Drums.	12 Tons Metal Scrap, 210 Kg Cartons, 52 Nos. Drums
Total (A+B + C + D + E + F + G + H)	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

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

The company waste management systems are well defined to manage manufacturing and operational waste. The company's approach towards Reduce, Reuse, and Recycle (3R) concept promotes the circular economy of its business and ensures reducing use of virgin material and lowering the environmental impact.

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

No, Company does not operate in ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc which require approvals / clearances.

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.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether Conducted by independent external agency (Yes / No)	Results communicated In public domain (Yes / No)	Relevant Web link
The Company has not conducted any environmental impact assessments (EIA) of projects or industrial facility in FY 22-23					

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

S. No. Specify Regulation / guidelines which was not complied with	the law / Details of The non-compliance	Provide penalties / action taken by regulatory agencies such as Pollution control boards or by courts	Any fines / taken, if any	Corrective action
Not applicable				

**Leadership Indicators**

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption KWh (solar)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D) KWh	1212000	1009328
Total fuel consumption (E) KWh (Diesel + LPG + CNG)	136675	192850
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1348675	1202178



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

Not Applicable

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:  
Not Applicable

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

Not applicable

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

Not Applicable

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

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

Yes, Company has a Risk Management Committee in place which formulates business continuity and disaster management plans. The committee works on creating a framework for identification of risks related to finance, operations, sectorial, sustainability and cyber security while taking appropriate measures for risk mitigation including systems and processes for internal control. It also monitors and oversees implementation of the risk management policy, including evaluating the adequacy of risk management systems.

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

Not Applicable

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

Not Applicable

**PRINCIPLE 7**

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

**Essential Indicators**

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

The Company is a member of 4 main trade and industry chambers / associations. The Company participates in the discussions, meetings and seminar organized by these associations and actively put forth its viewpoint on various policy matters and inclusive development policies.

- (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	Confederation of Indian Industry [CII]	National
2	PHD Chamber of Commerce and Industry	National
3	ASSOCHAM	National
4	Indian Chamber of Commerce and Industry	National

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

Not applicable.

Leadership Indicators

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

Not applicable

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
NA					

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.

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

Not Applicable

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

	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	15%	12.6%
Sourced directly from within the district and neighboring districts	7%	6%

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):

Details of negative social impact identified	Corrective action taken
No negative social impact has been identified during social impact assessment.	Not applicable

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

The company believes in creating positive social impact in the community and uplift the lives of its beneficiaries by undertaking various CSR initiatives and projects. At present the company is not operating its CSR projects under aspirational districts as all the CSR initiatives undertaken are in Delhi NCR but it is working on expanding its reach in the upcoming years.

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

The Company does not have a preferential procurement policy to purchase from suppliers comprising marginalized / vulnerable groups but it is directly working with various local suppliers and vendors for its supply.

**(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:**

No benefits derived and shared during the year

**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.**

No complaints regarding intellectual property related disputes have been registered and hence no corrective action was taken.

**6. Details of beneficiaries**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	23	18000 approx	75

**Principle 9:**

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

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

Well defined internal procedures are in place for timely redressal and resolution of customer complaints.

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

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

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Received During the year	Pending resolutions at the end of year	Remarks	Received During the year	Pending resolution at the end of year	Remarks
Data Privacy	NIL		NIL		NIL	NONE
Advertising	NIL		NIL		NIL	NONE
Cyber-security	NIL		NIL		NIL	NONE
Delivery of essential services	NIL		NIL		NIL	NONE
Restrictive Trade Practices	NIL		NIL		NIL	NONE
Unfair Trade Practices	NIL		NIL		NIL	NONE
Others	NIL		NIL		NIL	NONE

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

No Instances of product recalls on account of safety occurred for FY 22-23.

**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, The company has an internal Information security policy that takes care of risks associated with cyber security and data privacy.

**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.**

No corrective action has been taken relating to any of the above-mentioned issues in FY 22-23

**Leadership Indicators**

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

The same can be accessed on [www.udtltd.com](http://www.udtltd.com)

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

We encourage all the consumers to adhere to all the safety protocols.

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

Not Applicable

**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, all products manufactured by us are as per industry standards.

**5. 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)**

No

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

Data Breach	FY 22-23
Number of instances of data breaches along-with impact	Nil
Percentage of data breaches involving personally identifiable information of customers	Nil