

SANGHVI MOVERS LIMITED

Regd. Office : Survey No. 92, Tathawade,
Taluka - Mulshi, Pune, Maharashtra - 411033, INDIA
Tel. : 020-66744700, 020-27400700
E-mail : sanghvi@sanghvicranes.com
Web. : www.sanghvicranes.com
CIN No. : L29150PN1989PLC054143



REF: SML/SEC/SE/24-25/41

Date: 07 August 2024

By Online filing

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001

Kind Attn.: Ms. Pooja Sanghvi - Relationship Manager
Ref: Code No. 530073

National Stock Exchange of India Limited

Exchange Plaza, Bandra Kurla Complex
Bandra East, Mumbai - 400051

Kind Attn.: Mr. K. Hari - Asst. Vice President
Symbol: SANGHVIMOV

Sub: Business Responsibility and Sustainability Report

Dear Madam/Sir,

Pursuant to Regulations 34(2) (f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for FY 2023- 2024, which forms part of the Annual Report for FY 2023-2024, submitted to the Exchanges vide letter no. REF: SML/SEC/SE/24-25/40 dated 07 August 2024.

The Business Responsibility and Sustainability Report will be uploaded on BSE Limited (www.bseindia.com), National Stock Exchange of India Limited (www.nseindia.com) and on Company's website (www.sanghvicranes.com).

You are requested to take the same on record and confirm.

Thanks & Regards,

For Sanghvi Movers Limited

Rajesh P. Likhite
Company Secretary &
Chief Compliance Officer



Encl.: As Above



Annexure II

Business Responsibility & Sustainability Report

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1.	Corporate Identity Number (CIN) of the Listed Entity	L29150PN1989PLC054143
2.	Name of the Listed Entity	SANGHVI MOVERS LIMITED
3.	Year of incorporation	03 November 1989
4.	Registered office address	Survey No 92, Tathawade, Taluka Mulshi, Pune - 411033
5.	Corporate address	Same as above
6.	E-mail	sanghvi@sanghvicranes.com
7.	Telephone	(91) 20 27400700
8.	Website	www.sanghvicranes.com
9.	Financial year for which reporting is being done	2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Ltd.
11.	Paid-up Capital	8,65,76,000/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rajesh P. Likhite Tel No.: (91) 20 27400700 Email: cs@sanghvicranes.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Assured
15.	Type of assurance obtained	-

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Crane hiring services	Sanghvi Movers Limited ("SML") is engaged in the supply of medium and heavy-duty cranes on rental basis to private and public sector undertakings.	96%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Crane hiring services	77301	96%

III. Operations

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

Location	Number of plants	Number of offices	Total
National*	0	19	19
International	0	0	0

* As of 31 March 2024, the Company's cranes are operating at more than 100 customer locations throughout India, in addition to the 14 Company owned Depots, 4 regional offices and registered office at Tathawade, Pune.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

Currently 0%

c. A brief on types of customers

SML is a leading player in India's industrial growth, providing heavy-duty crane rentals for large-scale projects. They boast a diverse fleet of over 400 cranes, ranging from 40 MT to a massive 1600 MT lifting capacity. This impressive range allows them to cater to the specific needs of core sectors like power plants, steel mills, cement plants, and refineries. Their cranes play a vital role in constructing and maintaining the infrastructure that keeps India running.

Beyond traditional sectors, SML is a dedicated supporter of the green energy revolution. They offer specialised crane solutions for wind turbine installations, both onshore and offshore. This commitment to clean energy aligns with their focus on innovation and reflects their understanding of the dynamic needs of the infrastructure landscape.

SML doesn't simply offer equipment; they take pride in providing unparalleled support. Their diverse crane fleet ensures they can handle any project requirement. Additionally, their flexible deployment capabilities allow them to mobilise cranes to any location, streamlining project execution. This dedication to service excellence has earned them the trust of leading Indian corporates, public sector companies, and multinational giants like Reliance Industries, BHEL, NTPC, and L&T.

With their expertise, diverse fleet, and unwavering commitment to customer success, SML stands out as a reliable partner for powering India's infrastructure growth and its transition to a clean energy future.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	276	260	94%	16	6%
2.	Other than Permanent (E)	87	87	100%	0	0%
3.	Total employees (D + E)	363	347	96%	16	4%
WORKERS						
4.	Permanent (F)	54	54	100%	0	0%
5.	Other than Permanent (G)	1,603	1,603	100%	0	0%
6.	Total workers (F + G)	1,657	1,657	100%	0	0%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (E)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%



Business Responsibility & Sustainability Report (Contd.)

21. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	3	27.27%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

Particular	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.06%	22.22%	16.38%	23.20%	60.00%	24.51%	28.69%	30.77%	28.74%
Permanent Workers	1.85%	0%	1.85%	22.81%	0%	22.81%	30.22%	0%	30.22%

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

23. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
-	-	-	-	-

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

- a. Turnover (in Rs.): 6,46,70,32,000
- b. Net worth (in Rs.): 10,12,14,51,000

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 complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24 Current Financial Year			FY 2022-23 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
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	4	0	NA	1	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	3	0	NA	7	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy).

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.sanghvicranes.com/investor/company-policies/
Investors (other than shareholders)	https://www.sanghvicranes.com/investor/company-policies/
Shareholders	https://www.sanghvicranes.com/investor/company-policies/
Employees and workers	https://www.sanghvicranes.com/investor/company-policies/
Customers	https://www.sanghvicranes.com/investor/company-policies/
Value Chain Partners	https://www.sanghvicranes.com/investor/company-policies/

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

Please indicate 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, as per the following format

Sr. 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.	Emissions & Pollutants	Risk	As a crane rental company, SML rents cranes for a variety of projects. The operation of these cranes is an energy-intensive activity that generates significant direct and indirect Greenhouse Gas (GHG) emissions, including carbon dioxide and methane from fuel use. Uncontrolled pollutants and emissions during operation and associated activities may impose some legal and environmental risks for the company.	SML is committed to clean energy transition with an environmental policy. We've invested in solar plants and energy-efficient equipment like air conditioning units, contributing to renewable energy and energy conservation.	Negative
2.	Improve Operational Efficiency	Opportunity	The goal of operational efficiency is to achieve more with less. This can be accomplished by using less energy, increasing yield, and optimising equipment usage. Implementing processes aimed at overall optimisation presents an opportunity for companies to enhance profits and achieve long-term sustainability.		Positive
3.	Waste Management	Risk	Waste is commonly produced during company operations, machinery maintenance, and administrative tasks, posing risks to the environment, air quality, climate, and ecosystems. Improper waste management can endanger personnel safety and result in substantial fines for non-compliance with regulations.	SML has established Waste Management and IT E-Waste Management Policies to promote a circular economy. We have implemented systems and procedures to responsibly dispose of waste in accordance with best practices and standards, emphasising a sustainable approach.	Negative
4.	Climate Risk and Adaption	Risk	Climate change events pose physical risks such as floods and wildfires, as well as transitional risks such as mandatory renewable energy regulations. These events can potentially impact the business. Hence, there is a need to assess and mitigate these risks.	Our company has not identified any climate risks to our business. However, we are actively monitoring the evolving environmental landscape and associated regulations to ensure that we stay informed and prepared for any potential climate-related risks in the future.	Negative
5.	Circular Economy	Opportunity	The Circular Economy model of production and consumption promotes the reusing, refurbishing, and recycling of existing materials and products. The transition to a circular economy will influence changes in building design and material usage. Shifts in regulations and demand, combined with new technology, have the potential to reduce costs.		Positive

Business Responsibility & Sustainability Report (Contd.)

Sr. 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)
6.	Customer Satisfaction	Risk	In a sector with high-value projects, ensuring customer satisfaction is essential. An unsatisfactory consumer experience may pose a risk to business continuity, while a positive customer experience can enhance profits and brand reputation.	Ensuring service quality is our utmost priority at SML. We have an escalation mechanism in place to address customer concerns promptly and provide timely responses. The company ensures the timely delivery of its cranes to customer job sites as per contractual commitments and maintains a robust monitoring system to ensure smooth crane operations at the client's job site. SML has received various Certificates of Appreciation from its customers for timely project completion and adherence to HSE (Health, Safety, and Environment) practices.	Negative
7.	Operational Health & Safety	Risk	A significant amount of manual labour is required for operations, maintenance, repair work, and other on-site tasks. Due to the workforce's exposure to powered haulage and heavy machinery, several mishaps, fall accidents, fatalities, and injuries may occur. Additionally, temporary employees can be at a higher risk due to a lack of training or work experience. If workers' health and safety are not protected, there may be fines and penalties. Major events can result in acute injuries and potential liabilities due to legal or regulatory actions. Risks involving health and safety can also cause project delays and downtime, increasing project costs and decreasing profitability.	SML places a strong emphasis on Employee Health and Safety (EHS) and strives to maintain the highest standards of Occupational Health and Safety (OHS). As an ISO 45001 certified company, we have a dedicated EHS team that proactively addresses safety measures at both our offices and sites. The team conducts regular trainings for employees and workers to ensure their well-being. We also organise initiatives such as Safety Week and safety workshops throughout the year to promote a culture of safety and enhance awareness of best practices. The company rigorously follows all due and necessary SOPs to ensure maximum operational health and safety for its employees and cranes at job sites.	Negative
8.	Employee Well-being & Retention	Risk	Higher employee retention rates reflect good company policies and practices. Conversely, a high attrition rate indicates low employee satisfaction, which can concern investors. Ensuring employee well-being can boost morale and reduce hiring and onboarding costs.	SML prioritises the overall growth of its employees through robust people practices. We emphasise health and well-being initiatives, fair pay norms, equal opportunities, and extensive training programmes. Performance appraisals and promotions are designed to encourage employee retention. Additionally, we organise various events such as annual sports events, festival celebrations, trekking, health check-ups, and learning and development programmes to foster a positive and engaging work environment.	Negative

Sr. 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)
9.	Labour Management	Risk	Businesses requiring workers on-site must ensure effective labour management practices. This includes managing the complexity of their workforce (size, labour intensity, and operational locations), improving management-labour interaction, ensuring worker rights effectiveness, and engaging workers. Attrition of skilled labour, especially, poses operational risks for companies.	The company implements robust labour management systems, including clear job descriptions and regular training programmes. We foster a positive work culture, prioritise employee well-being, and maintain open lines of communication to address concerns promptly.	Negative
10.	Diversity & Inclusion	Opportunity	A company's high diversity and inclusion rate reflects employees' sense of belonging and fairness within the company. Improving diversity and inclusion helps companies support vulnerable groups, thereby enhancing the community brand image of the company.	The company will formulate measures to improve diversity and inclusion.	Positive
11.	Human Rights	Risk	Companies focusing on respecting human rights demonstrate their commitment to building sustainable and mutually beneficial relationships with those influenced or impacted by their operations, including customers, communities, workers, and investors. This includes demonstrating care for the people whose lives they engage with.	At SML, human dignity is a fundamental core value. We prioritise equal opportunity, strictly enforce policies against sexual harassment, prohibit child and forced labour, and adhere to a comprehensive code of conduct. By upholding these principles, we ensure the highest level of compliance with human rights standards throughout our operations.	Negative
12.	Customer Information And Privacy Protection	Risk	Companies are assessed based on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and the effectiveness of their data protection systems.	SML respects and protects the data privacy of its customers. We have a privacy policy and robust systems in place to safeguard customer information and protect customer data.	Negative
13.	Corporate Governance	Risk	Businesses are assessed based on their performance across all key governance issues, which include ownership and control, board pay, accounting practices, business ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	SML is committed to strict adherence to all relevant laws and regulations, with robust systems in place to monitor regulatory compliance. We conduct our business ethically, transparently, and with accountability, striking a balance between the interests of our shareholders and stakeholders. Our senior management conducts regular reviews to ensure compliance and uphold these principles.	Negative
14.	Business Ethics And Compliance	Risk	Key issues relevant to business ethics include fraud, executive misconduct, corrupt practices, money laundering, and anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation.	SML has implemented an Anti-Bribery and Anti-Corruption Policy along with a robust Vigil Mechanism and Whistleblower policy. The management consistently monitors the effectiveness of these measures to ensure a strong stance against bribery and corruption.	Negative



Business Responsibility & Sustainability Report (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Policy and management processes

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b.	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c.	Web Link of the Policies, if available	https://www.sanghvicranes.com/investor/company-policies/								
2.	Whether the entity has translated the policy into procedures. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No
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.	-	ISO 9001	ISO 45001	-	-	ISO 14001	-	-	-
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our aspiration is to emerge as a global sustainability leader within the crane rental industry. As part of our ESG roadmap, we have conducted a materiality assessment to identify our priority areas. Moving forward, we are committed to defining specific commitments and targets in the coming year to further advance our sustainability objectives.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	No	No	No	No	No	No	No	No

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)

At Sanghvi Movers Limited, we are guided by a strong commitment to Environmental, Social and Governance (ESG) principles. We recognise that responsible business practices are essential for creating long-term value for all our stakeholders. This commitment is reflected in the various policies and practices we've implemented to reduce our environmental impact and promote sustainable development. As we grow our business, we remain committed to create a positive impact on nature, promote societal wellbeing and operate in a transparent manner. We have always looked at intertwining our sustainability agenda into the Company's business objectives and considered our focus on ESG to be a key driver of long term value creation for all our stakeholders.

We endeavour to bring complete transparency in our disclosures. We believe, our ESG commitments will propel us to steer our purpose of bringing joy to people's lives. Our environmental focus centres on energy conservation, emissions reduction, and resource efficiency. We've taken a significant step towards a cleaner future by installing a 120-kilowatt solar power system, marking the beginning of our journey towards a more sustainable future. Furthermore, we contribute to the renewable energy sector by providing cranes for wind farm construction and are expanding its presence in Wind Power EPC business. Our commitment extends to green infrastructure initiatives such as regular tree plantation drives, with over 2,500 trees planted till 31 March 2024.

Employee well-being is paramount to our success. We have implemented various initiatives to ensure the health and safety of our workforce. Additionally, we adhere to good governance practices, fostering transparency and ethical decision-making across all our operations. The Company strives to continue its business operations across the value chain in an ethical, responsible and sustainable manner. We believe that ESG considerations are fundamental to our long-term success. Together, we can drive positive change and contribute to a sustainable and prosperous future for all.

Mr. Rishi C. Sanghvi,
Managing Director

- 8.** Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)
 Mr. Rishi C. Sanghvi, Managing Director
 Mr. Sham D. Kajale, CFO
- 9.** Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA)
 Yes
 If Yes please provide details
 Mr. Rishi C. Sanghvi, Managing Director
 Mr. Sham D. Kajale, CFO

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action					Director				
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Director				

Subject for Review	Frequency (Annually/Half yearly/Quarterly/Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action					Yearly				
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Quarterly				

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No)

	No	Yes	Yes	No	No	Yes	No	No	No
If yes, provide name of the agency.		Bureau Veritas	Bureau Veritas			Bureau Veritas			

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Business Responsibility & Sustainability Report (Contd.)

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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Governance and regulatory compliance requirements, risk management, cyber security risk and ESG commitments; Business strategies & statutory compliances.	100%
Key Managerial Personnel	5	Updates and awareness related to regulatory changes. Corporate Governance, Companies Act, 2013, SEBI regulations as applicable to the Company, ESG matters, cyber security risk & risk management	100%
Employees other than BOD and KMPs	23	SAP training programme – Unfolding Benefits of SAP & Department-wise Excellence Challenge; Annual Sales Meet; Annual Leadership Meet; Annual Operations Meet; Sessions on Vision, Mission & Value Codification; Sessions related to Safety-Accountability; Social Media Training for sales; Prevention of Sexual Harassment (POSH) at Workplace training; Sessions on soft skill enhancement & functional specific knowledge; Well-being (financial, physical and mental), safety linked sessions; Values-based capability building programme such as Advanced Microsoft Excel.	95%
Workers	52	Awareness Sessions on Safety, Responsibility	100%

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

Monetary

Particular	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In Rs.) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	Regional Transport Authorities (“RTO”)	Rs. 4,081,416	RTO penalties and fines for carrying overweight/over dimension crane parts	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non Monetary

Particular	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/No)

Yes

If Yes, provide details in brief

SML prioritises ethical business practices by having a comprehensive Anti-Bribery and Anti-Corruption Policy. This policy acts as a roadmap for our entire organisation, setting clear expectations for ethical conduct. It not only outlines our zero tolerance for bribery and corruption, but also provides a clear process for reporting any concerns. This commitment to transparency and accountability strengthens trust with all our stakeholders.

If Yes, Provide a web link to the policy, if available -Web link anti corruption or anti bribery policy is place

<https://www.sanghvicranes.com/investor/company-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:

Particular	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

NA

8. Number of days of accounts payables in the following format:

Particular	FY 2023-24	FY 2022-23
Number of days of accounts payables	55	38

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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
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)	0	0
	b. Sales (Sales to related parties/Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments	0	64.8%



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Leadership Indicators

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No)

Yes

If Yes, provide details of the same.

SML has implemented a conflict-of-interest policy that applies to all employees, including the Board of Directors. Additionally, the Company's "Code of Conduct for Directors and Senior Management" regulates conflict of interest situations for directors.

The Directors of the company shall file a yearly declaration of compliance for the code.

Web-link: <https://www.sanghvicranes.com/investor/company-policies/>

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.

Sr. No.	Particular	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
1.	R&D	0	0	
2.	Capex	0	0	

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

Yes

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

0%

* The Company has adopted the Sustainable Supply Chain And Responsible Sourcing Policy in 2022-23 and the implementation of policy is still in progress.

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	Not applicable
(d) Other waste	

4. a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No)

No

- b. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Not Applicable

- c. If not, provide steps taken to address the same

Not Applicable

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

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	260	260	100%	260	100%	260	100%	260	100%	260	100%
Female	16	16	100%	16	100%	16	100%	16	100%	16	100%
Total	276	276	100%	276	100%	276	100%	276	100%	276	100%
OTHER THAN PERMANENT EMPLOYEES											
Male	87	87	100%	0	0%	0	0%	0	0%	0	0%
Female	-	-	-	0	0%	0	0%	0	0%	0	0%
Total	87	87	100%	0	0%	0	0%	0	0%	0	0%

1. 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	54	0	0%	54	100%	0	0%	0	0%	0	0%
Female	-	0	0%	-	-	0	0%	0	0%	0	0%
Total	54	0	0%	54	100%	0	0%	0	0%	0	0%
OTHER THAN PERMANENT EMPLOYEES											
Male	1603	0	0%	1,603	100%	0	0%	0	0%	0	0%
Female	-	0	0%	-	-	0	0%	0	0%	0	0%
Total	1,603	0	0%	1,603	100%	0	0%	0	0%	0	0%

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company		

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total 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	97.84%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	5.07%	100%	Yes	6.4%	100%	Yes
Superannuation	4.7%	0%	Yes	12%	0%	Yes



Business Responsibility & Sustainability Report (Contd.)

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?

No

If not, whether any steps are being taken by the entity in this regard.

However, we are committed to creating an inclusive and accessible workplace for all individuals, including differently abled employees and workers. While our premises are not currently meeting the requirements of the Rights of Persons with Disabilities Act, 2016, we are actively taking steps to address this matter.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

This Equal Opportunity Policy is in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016 ("RPWD Act"). SML provides equal employment opportunities to all and makes people-related decisions based on merit and business needs. While recruiting, developing, and promoting our employees, our decisions will be based solely on performance, merit, competence and potential. There shall be no discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic, origin, disability or any other category protected by applicable law.

We have fair, transparent and clear employee policies which promote diversity, inclusion and equity, in accordance with the Company's code of conduct. We ensure to provide clear terms of employment, training, development and performance management. Sanghvi Movers Limited (SML) is committed to being an equal opportunity employer.

Weblink: <https://www.sanghvicranes.com/investor/company-policies>

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
Female	*We have maternity cover for all female employees as part of our health insurance policy. During the period under review, there were neither any claims of maternity nor paternity leave from any of our employees.			
Total				

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Yes, SML has a mechanism available to receive and redress grievances for all categories of employees. The mechanism is explained below:
Other than Permanent Workers	Yes	
Permanent Employees	Yes	<p>a. Any employee or worker who feels or believes that he or she has been subjected to or witnessed sexual harassment in the company has an obligation and duty to report the same to vigilance@sanghvicranes.com.</p> <p>b. SML's Vigil Mechanism, Whistleblower Policy, and Anti-Sexual Harassment Policy enable our employees to raise and report all allegations of suspected improper activities that breach our Code of Conduct. The complainant can lodge actual or suspected fraud or any violation of the company's Code of Conduct at vigilance@sanghvicranes.com, or a written complaint can be dropped into the drop box at the registered office of the Company.</p>
Other than Permanent Employees	Yes	

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

Category	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
TOTAL PERMANENT EMPLOYEES						
Male	260	0	0%	238	0	0%
Female	16	0	0%	11	0	0%
TOTAL PERMANENT WORKERS						
Male	54	0	0%	54	0	0%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (C/D)
EMPLOYEES										
Male	347	347	100	347	100%	311	46	15%	92	30%
Female	16	16	100	1	6.25%	11	10	91%	11	100%
Total	363	363	100	348	95.87%	322	56	17%	103	32%
WORKERS										
Male	1,657	1,657	100	986	59.5%	1,452	1,418	98%	62	4%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	1,657	1,657	100	986	59.5%	1,452	1,418	98%	62	4%

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 (D)	No. (E)	% (E/D)
EMPLOYEES						
Male	347	315	90.77%	238	238	100%
Female	16	16	100%	11	11	100%
Total	363	331	91.18%	249	249	100%
WORKERS						
Male	54	31	57.47%	54	3	6%
Female	0	0	0%	0	0	0%
Total	54	31	57.47%	54	3	6%



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

If Yes, the Coverage such systems?

SML prioritises employee well-being by fostering a safe work environment. Our commitment is reflected in our ISO 45001 certification, a globally recognised standard for occupational health and safety. We have a comprehensive policy outlining our guiding principles and objectives in this area. Furthermore, a dedicated Environmental, Health, and Safety (EHS) team oversees all safety protocols, ensuring compliance with regulations and best practices. This team plays a crucial role in promoting a safe work environment for all employees and stakeholders. By prioritising safety and achieving ISO 45001 certification, SML demonstrates its unwavering commitment to employee well-being.

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

At SML, safety is not just a priority, it's an ongoing process of proactive risk management. We go beyond basic compliance by employing a comprehensive system to identify and address potential hazards in our workplace. This system incorporates regular risk assessments to analyse everyday tasks, Job Safety Analyses (JSAs) to pinpoint risks specific to each activity, and proactive hazard identification through safety audits and inspections. We continuously learn and improve our safety protocols by investigating incidents and near-miss reports. For non-routine tasks, we take additional precautions with a permit-to-work system and detailed method statements, ensuring all potential risks are carefully managed before work commences. This comprehensive approach allows SML to foster a safe and secure work environment for all employees and stakeholders.

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 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	3
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

* Including in the contract workforce

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

We at Sanghvi Movers Limited (SML), ensuring a safe and healthy workplace is treated as a top priority. The company has implemented a comprehensive Quality, Health, Safety, and Environment (QHSE) policy that serves as the foundation for all safety initiatives. This policy is supported by a robust Occupational Health and Safety Management System (OHSMS), which includes rigorous risk assessments, regular safety audits, and continuous monitoring of workplace conditions. These risk assessments are designed to identify potential hazards and implement control measures to mitigate them effectively. Regular safety audits ensure compliance with safety standards and help identify areas for improvement allowing SML to promptly address any safety concerns that arise, ensuring that the work environment remains safe for all employees.

Furthermore, SML has developed and implemented detailed occupational health and safety procedures tailored to both site and office environments. For site operations, the company maintains a comprehensive Site HSE Plan, which outlines specific safety protocols and emergency response procedures. This plan ensures that all site activities are conducted safely and in compliance with regulatory requirements. In addition, SML invests significantly in training and education programmes to enhance the safety awareness and competencies of its workforce. All employees undergo mandatory safety training sessions covering a wide range of topics, from basic safety practices to emergency response procedures. Specialised training is provided for specific roles, ensuring that every team member is equipped with the necessary knowledge and skills to perform their duties safely.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		3	0	

14. Assessment for the year:

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

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

NA

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

(B) Workers (Y/N)

Yes



SANGHVI

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

SML places a strong emphasis on the well-being of its stakeholders and has implemented a Stakeholder Engagement Policy. The entity follows a stakeholder identification process that includes stakeholder mapping, identification of both internal and external stakeholders, selection of appropriate engagement channels, stakeholder analysis and prioritisation based on their influence and impact on the entity's operations. This process enables effective engagement and responsiveness to stakeholder needs and expectations.

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 & Marginalised Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails, letters, social media, website, in-person events, external events, customer meets, etc	Annually, as and when required	Regular customer interaction like service feedback, customer queries, payment enquiries, project status
Employees	No	Emails, Letters, Townhall, Physical meetings	As and when required	Training, awareness, complaints and grievances, performance review and appraisal, feedback, team building activities
Shareholders	No	Emails, letters, communications through stock exchanges, and uploading on company website	Annually and Event based	To inform about the performance of the company, major developments, and other relevant updates
Suppliers	No	Emails, letters, in-person meetings, periodical meetings	As and when required	On-time delivery of spares, services, and providing direct market feedback
On-time delivery of spares, services, and providing direct market feedback	No	Statutory reporting, online filings, participation in seminars, webinars.	Need based	Timely submission of compliance documents to regulatory bodies, stock exchanges, and other regulators

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	276	44	15.94%	249	27	10.84%
Other than permanent	87	0	0	73	0	0%
Total Employees	363	44	12.12%	322	22	8%
WORKERS						
Permanent	54	54	100	54	0	0%
Other than permanent	1,603	1,603	100	1,398	0	0%
Total Workers	1,657	1,657	100	1,452	0	0%

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	260	0	0%	260	100	238	0	0%	238	100%
Female	16	0	0%	16	100	11	0	0	11	100%
Total	276	0	0%	276	100	249	0	0	249	100%
Other than Permanent										
Male	87	0	0%	87	100	73	0	0	73	100%
Female	0	0	0%	0	0%	0	0	0	0	100%
Total	87	0	0%	87	100	73	0	0	73	0%
WORKERS										
Permanent										
Male	54	0	0%	54	100%	54	0	0	54	100%
Female	0	0	0%	0	0	0	0	0	0	0%
Total	54	0	0%	54	100%	54	0	0	54	100%
Other than Permanent										
Male	1,603	0	0%	1,603	100%	1,398	161	0	1237	88%
Female	-	0	0%	-	0%	0	0	0	0	0%
Total	1,603	0	0%	1,603	100%	1,398	161	0	1237	88%

Business Responsibility & Sustainability Report (Contd.)

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Particular	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	6,77,50,127	0	0
Key Managerial Personnel	3	1,80,00,000	0	0
Employees other than BoD and KMP	257	5,28,000	16	3,86,184
Workers	54	6,30,258	0	0

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	1.94%	1.49%

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

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

Yes, the company has set up a Complaint Enquiry Committee consisting of senior management. Any complaints will be dealt with by this committee. We are very proactive in addressing all complaints, including human rights violations, if any.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0.00	0.00	NA	0	0	NA
Discrimination at workplace	0.00	0.00	NA	0	0	NA
Child Labour	0.00	0.00	NA	0	0	NA
Forced Labour/Involuntary Labour	0.00	0.00	NA	0	0	NA
Wages	0.00	0.00	NA	0	0	NA
Other human rights related issues	0.00	0.00	NA	0	0	NA

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

Particulars	FY 2023-24	FY 2022-23
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.

SML prioritises a discrimination and harassment-free workplace. Our comprehensive POSH policy outlines clear procedures for reporting sexual harassment, with a zero-tolerance stance. Employees of all genders and sexualities are empowered to report concerns without fear of retaliation.

An Internal Complaints Committee (ICC) ensures fair investigations, protecting both complainant and accused. Confidentiality is a priority, and we provide support and measures to prevent repercussions for the complainant. Based on the investigation, the ICC recommends appropriate disciplinary action and necessary reparations for any harm caused.

Through this framework, SML fosters a safe and supportive environment where employees feel empowered to speak up. We aim to prevent discrimination and harassment, building a respectful and inclusive work culture for all.

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

No

10. Assessments for the year:

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

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

No corrective action required

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasises the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	49.72	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)	49.72	-
From non-renewable sources		
Total electricity consumption (D)	1,602.43	784.92
Total fuel consumption (E)	79,707.13	77,372.28
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	81,309.56	78,157.19
Total energy consumed (A+B+C+D+E+F)	81,359.28	78,157.19
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.00001258	0.00001610
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.00025438	0.00032547
Energy intensity in terms of physical output	NA	NA
Energy 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?

If yes, name of the external agency.

* Currently solar power generated in Sate is not monitored. The solar power generated installed from 90 kw installed solar power are assumed from the solar power generated at HO.

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? (Yes/No)

No

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.

Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	456.31	450
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	456.31	450
Total volume of water consumption (in kilolitres)	456.31	450
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.00000007	0.0099
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.00000143	0.00000187
Water intensity in terms of physical output	NA	NA
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? (Yes/No)

If yes, name of the external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
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	456.31	450
No treatment	456.31	450
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	456.31	450

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.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/nm ³	14.8	0
SOx	mg/nm ³	22.6	0
Particulate matter (PM)	mg/nm ³	30.0	0
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	NA	0	0
Others – please specify	NA	0	0

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.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	5,056.55	4,967.02
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO ₂ equivalent	318.71	168.80
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)		0.00000083	0.00000106
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.0000168	0.0000214
Total Scope 1 and Scope 2 emission intensity in terms of physical output Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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.



Business Responsibility & Sustainability Report (Contd.)

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/No)

Yes

If Yes, then provide details.

The company has installed solar plants at our registered office and main workshop in Sate, Maharashtra, with capacities of 90 KW and 30 KW respectively.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.08	0.30
E-waste (B)	0	0.50
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0.10	0.30
Battery waste (E)	0.64	0.21
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	0.40	0.61
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A + B + C + D + E + F + G + H)	1.22	1.47
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000002	0.000000003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000000004	0.000000006
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity		

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

Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	0	0
(ii) Re-used	0.10	0.27
(iii) Other recovery operations	0	2.02
Total	0.10	2.29

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

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1.12	0
Total	1.12	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

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.

SML is committed to responsible waste management. We prioritise recycling and proper disposal of waste generated during our operations. Our facilities implement waste segregation practices, ensuring recyclable materials are diverted from landfills. To promote a circular economy, we operate a compost fertiliser plant at our registered office in Pune. This facility transforms organic waste into a valuable soil amendment, reducing our waste footprint and contributing to sustainable agriculture.

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:

Sr. 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.
No operations/offices in/around ecologically sensitive areas.				

12. 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
No with the applicable environmental law/regulations/guidelines in India					

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/NA).

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, we are compliant with the applicable environmental law/regulations/guidelines in India			



SANGHVI

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.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

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

2

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/International)
1.	Mahratta Chamber of Commerce Industries And Agriculture	State
2.	Crane Owners Association of India	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.

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasises the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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
No Social Impact Assessment has been conducted in FY 23-24					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In Rs.)
NA						

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

The company gathers regular feedback from on-ground stakeholders to assess participation and satisfaction levels, and continuously documents the experience of change for all past projects. For all CSR projects, implementation partners actively engage with local communities throughout the project lifecycle. This approach helps build trust and relationships between the company and the community and provides opportunities to address grievances and find collaborative solutions.

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

Particular	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	18.53%	13.21%
Directly from within India	48.11%	46.70%

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

Particular	FY 2023-24	FY 2022-23
Rural	9.10%	8.02%
Semi-urban	16.18%	15.68%
Urban	72.60%	73.63%
Metropolitan	2.12%	2.67%

(Place to be categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)



Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

SML prioritises customer satisfaction and values your feedback. We offer multiple channels for you to share your thoughts and concerns. You can connect with us directly through online platforms, during in-person meetings, or on-site visits conducted by our team. For specific complaints, we have a dedicated email address: sanghvi@sanghvicranes.com. These communication channels enable us to address your queries and improve our services effectively.

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

Particular	FY 2023-24		Remark	FY 2022-23		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	NA
Advertising	0	0		0	0	NA
Cyber-security	0	0		0	0	NA
Delivery of essential services	0	0		0	0	NA
Restrictive Trade Practices	0	0		0	0	NA
Unfair Trade Practices	0	0		0	0	NA
Other	3	0	The complaints pertaining to crane breakdowns, operational risks, or other risks	7	0	The complaints pertaining to crane breakdowns, operational risks, or other risks

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

Particular	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

The company has a policy on cybersecurity and data privacy, which is available on the company's website at:
<https://www.sanghvicranes.com/investor/company-policies>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not Applicable

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

NA