



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT OF MOLD-TEK PACKAGING LIMITED (MTPL) FOR F.Y. 2023-24.

In terms of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, Business Responsibility and Sustainability Report (BRSR) is mandatory for the top 1000 listed companies, based on market capitalization. The disclosure requirement in BRSR is based on National Guidelines on Responsible Business Conduct Principles, which is divided into 2 (two) parts i.e. Essential Indicators (to be reported on a mandatory basis) and Leadership Indicators (to be reported on a voluntary basis).

The Company welcomes the reporting framework 'Business Responsibility and Sustainability Reporting' ("BRSR") introduced by the Securities and Exchange Board of India ("SEBI") containing detailed Environmental, Social and Governance ("ESG") disclosures and featuring amongst the top 1000 listed entities, has developed this Business Responsibility and Sustainability Report ("BRSR") based on National Guidelines on Responsible Business Conduct Principles for the financial year 2023-24 and such is as per the framework suggested by SEBI.

Further, Securities and Exchange Board of India vide Circular with ref no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July, 2023, based on the recommendations of the ESG Advisory Committee and pursuant to public consultation, introduced the BRSR Core for assurance by listed entities which is a sub-set of the BRSR, consisting of a set of Key Performance Indicators (KPIs) /metrics under 9 ESG attributes.

At MTPL, our efforts are focused on taking forward our environment, governance and sustainability objectives, which are well aligned with our business goals. The Company believes that overall development throughout the value chain is crucial for long-term development. Further, by incorporation of sustainability practices in its operations, MTPL ensures the wellbeing of its employees, communities and other stakeholders. Greening operations, technological upgradation, community development and stakeholder wellbeing are some of the avenues through which the Company endeavors to improve its non-financial performance.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L21022TG1997PLC026542.
2.	Name of the Listed Entity	Mold-Tek Packaging Limited
3.	Year of incorporation	1997
4.	Registered office address	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad, Telangana- 500033, India.
5.	Corporate address	Same as Registered Office Address.
6.	E-mail	cs@moldtekpackaging.com
7.	Telephone	(+91) 40 40300300
8.	Website	www.moldtekpackaging.com
9.	Financial year for which reporting is being done	1 st April, 2023 to 31 st March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹16,61,44,570 (as on 31 st March, 2024)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Subhojeet Bhattacharjee, Company Secretary and Compliance Officer; Ph. No.: (+91) 40 40300323; E-mail: cs@moldtekpackaging.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).	This report is being prepared on Standalone basis for Mold-Tek Packaging Limited
14.	Name of assurance provider	Not Applicable
15.	Type of Assurance Obtained	Not Applicable

II. Product/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	Manufacturing	Manufacturing of Rigid Plastic Packaging Containers	100

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	Rigid Packaging Containers	22203	100

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	13	5 (comprising of 1 Registered Office, 2 Stock Depots and 2 Marketing offices)	18
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of Locations:

Locations	Number
National (No. of States)	23 States and 3 Union Territories
International (No. of Countries)	USA, UAE, Philippines, Oman, Egypt, Nepal, Uganda & Italy – Total 8 Countries

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

The contribution of exports is about approximately up to 0.60% of the total turnover of the entity.

c. A brief on types of customers:

Mold-Tek Packaging Limited caters to a diverse range of B2B clients across several industries, including lubricants, paints, pharmaceuticals, food products, adhesives, construction chemicals, bio-fertilizers, aqua feed, veterinary products, and chemicals. The company provides packaging solutions featuring various decorative techniques such as In-Mould Labeling (IML), Heat Transfer Labeling (HTL), Dry Offset Printing (DOP), and Screen Printing (SP). By designing and developing our own molds in-house, we ensure high-quality products that meet international standards while offering competitive local pricing. Clients choose Mold-Tek for our exceptional quality and service.

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)	706	668	94.61	38	5.38
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	706	668	94.61	38	5.38
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1624	1020	62.81	604	37.19
6.	Total workers (F + G)	1624	1020	62.81	604	37.19

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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 (G)	0	0	0	0	0
6.	Total differently abled employees (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	1	11.11%
Key Management Personnel#	6	1	16.67%

* The data given is as on 31st March, 2024.

The data given is as on 31st March, 2024.

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.42%	8.1%	12.19%	18.1%	3.85%	17.4%	15%	3.83%	14.5%
Permanent Workers*	-	-	-	-	-	-	-	-	-

Note: In MTPPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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)
1.	The Company does not have any holding, subsidiary, associate and joint venture as on the 31st day of March, 2024.			

VI. CSR Details:

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes.

(ii) Turnover: ₹69,865 lakhs

(iii) Net Worth: ₹56,115 lakhs

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) (If Yes, then provide web-link for grievance redress policy)*	F.Y 2023-2024			F.Y 2022 – 2023		
		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	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes	15	0	All complaints received were resolved	34	0	All complaints received were resolved
Employees and workers	Yes	0	0	No grievance received.	0	0	No grievance received.
Customers & Value Chain Partners –	Yes	20	0	Regarding Functional Defects in Products, Mix-Ups, Visual Defects, Transit Damages.	9	0	Regarding Mix-Ups, Minor Functional Defects, Transit Damages, Visual Defects etc. All Complaints were resolved promptly.

** The Policies of the Company are placed on the Company’s website under Corporate Governance section and the same can be accessed through the weblink: <https://www.moldteckpackaging.com/investors.html#tab-5> . Further, there are some internal policies placed on the intranet of the Company.*

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 is- sue 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.	Energy Management	Opportunity	Opportunity because- Energy Management helps to bring down the cost of production by consuming less units of electricity and more importantly to bring down the Carbon foot print of the Company. The Company is already in the process of gradually replacing the Hydraulic machines in its factories with Electric Machines which will bring down electric unit consumption significantly and has installed solar power generating systems in its units to channel the electric energy requirements and this has resulted in an approximate carbon offsetting of 3990.3 tons / annum.	Not Applicable	Positive Implication

Sr. No.	Material is- sue 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)
2.	Resource Use- Water Management	Opportunity & Risk	<p>Opportunity because- Responsible use of water supports the Company's actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.</p> <p>Risk because- cooling towers are used for injection moulding machines and they require continuous supply of water, if ground water or external supply is reduced then business may get effected.</p>	Water scarcity may affect production. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.	Positive, Conservation of water leads to Positive economic benefit as it brings about cost saving, Efficient usage of resources and help comply Regulatory compliance and Beyond.
3.	Occupational Health and Safety (OHS) and Environment Safety	Opportunity & Risk	<p>Opportunity because: Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee/worker safety and overall health wellbeing, leading to improved productivity.</p> <p>Risk because: Inherently associated with business activities and processes.</p>	<p>The assessment of health and environmental risks are done on a continuous basis.</p> <p>Various methods to mitigate risk are done from time to time. The Grievance redressal mechanism is in place. At each of the factory, proper remedial action is planned and implemented.</p> <p>An OH&S management system enables the prevention of nonconformities related to injury and ill health by adopting, the plan, do, check, act (PDCA) cycle and by using risk-based thinking. This risk-based approach can focus not only on the safety risk in the process, but also on opportunities to improve workplace safety.</p>	Risk: Negative Opportunity: Positive
4.	Safety	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with machinery and material handling equipment, all of which carry an inherent risk of injury.	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling materials at plants.	Positive: Adoption of safety related protocols and measures to create a safe work environment. Negative: Impact on health and well-being of employees at the Company.

Sr. No.	Material is- sue 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)
5.	Reputation	Risk and Opportunity	Bad publicity arising out of any act/ action by the Company on social media or any other platform.	<ul style="list-style-type: none"> • Active monitoring of voices on social media and having a crisis management plan ready; • Actively addressing product complaints; • Ensuring product delivery as promised; • Compliance with all regulatory norms; • Strengthening corporate governance norms, including adherence to the code of conduct(s) by all. 	Positive: Opportunity to improve brand presence and reputation by proactively managing possible issues.
6.	Learning and development	Opportunity	Training is one of the key factors in equipping employees to contribute sustainably.	Not Applicable	Positive, Consistent efforts towards training in the areas of Quality and Environment, health and safety (EHS) equips the work force to meet a surge in demand of the business.
7.	Corporate Social Responsibility	Opportunity	Empowering the communities in which we operate provides us an opportunity to contribute to the well-being of society and the environment through various initiatives.	Not Applicable	Positive
8.	Employee Wellbeing	Opportunity	<p>Opportunities:</p> <ul style="list-style-type: none"> - Prioritizing employee well-being can lead to increased productivity, efficiency and overall job satisfaction. - By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates. 	Not Applicable	<p>Positive:</p> <ul style="list-style-type: none"> - Healthy and engaged employees tend to be more motivated, focused, and committed to their work. -When employees feel valued and their well-being is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity’s policy/ policies cover each principle and its corelements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes



<p>b. Has the policy been approved by the Board? (Yes/No)</p>	<p>The Policies which are statutorily required to be adopted by the Board, have been approved by them, while the others policies related to workforce and other matters have been formulated and implemented by the Human Resource and other concerned departments of the Company respectively.</p>									
<p>c. Web Link of the Policies, if available</p>	<p>Refer Note 1 https://www.moldteckpackaging.com/investors.html#tab-5</p>									
<p>2. Whether the entity has translated the policy into procedures. (Yes / No)</p>	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes	
<p>3. Do the enlisted policies extend to your value chain partners? (Yes/ No)</p>	<p>Yes, the Company encourages the value chain partners to follow its policies.</p>									
<p>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.]</p>	<p>The aforementioned policies align with the standards outlined in the National Guidelines on Responsible Business Conduct Principles.</p> <p>MTPL holds ISO 9001:2015 certification for quality management systems across its manufacturing, marketing, and purchasing functions related to the supply of injection-molded plastic packaging containers, pails, closures, pharmaceutical and food packaging containers, and components. Additionally, MTPL is certified under the food safety management system, encompassing ISO 22000:2018, ISO/TS 22002-4:2013, and additional FSSC 22000 requirements (version 5.1) for manufacturing processes such as mixing polypropylene resin with master batches, label impregnation, and injection molding of in-mould labeled plastic containers, lids, and dispensing pumps for the food industry.</p>									
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Mold-Tek Packaging is committed to ambitious sustainability goals as part of its long-term planning. The company has set specific targets for its ESG commitments, which include energy conservation, promoting nature-positive practices, ensuring a safe and equitable workplace, water stewardship, and upholding ethics, transparency, quality, accountability, and governance. Additionally, Mold-Tek supports education, healthcare, women’s empowerment, and sanitation through its CSR initiatives, aiming to make a positive impact on society and the environment. The company continuously monitors its performance against these commitments.</p> <p>Moreover, MTPL’s facilities are certified as Green Zones by the Pollution Control Board. The company has achieved zero waste from its injection molding processes, and any liquid or solid waste that is produced is carefully reused. Domestic wastewater is recycled through a sewage treatment plant and repurposed for gardening.</p>									
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Board of Directors has authorized the Management to oversee the implementation of the company’s ESG targets.</p> <p>Under its CSR initiatives, the Company has undertaken several projects to support education by constructing schools and providing scholarships to deserving students. It also promotes women’s empowerment through the development of Mahila Mahals, and enhances healthcare, including preventive care, by providing ambulances, medical equipment, and drinking water plants. For more details on these CSR activities, please refer to “Annexure-C” of the Directors’ Report.</p> <p>Additionally, the Company is in the process of gradually replacing hydraulic machines in its factories with electric machines, which will significantly reduce electricity consumption. Solar power systems have been installed to meet energy needs, optimizing resource use and lowering the company’s carbon footprint.</p> <p>The Company is committed to responsible water use as part of its sustainable growth efforts. Used water from its offices and facilities is treated through STPs and reused for watering plants and trees, thereby minimizing overall water consumption. Chillers have also been installed to further reduce water usage.</p> <p>As a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company has partnered with an organization specializing in the collection and recycling of post-consumer plastic waste. This organization also provides solutions, services, and digital technology platforms to support the Company’s compliance with these regulations.</p>									

Governance, leadership and oversight	
<p>7. Statement by director responsible for the business responsibility and sustainability report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>- We have established goals to minimize our carbon footprint and resource consumption, while maintaining ethical sourcing and responsible supply practices. We are committed to being a responsible, equitable, and accountable organization, with a strong focus on the well-being of our associates, clients, shareholders, and communities. The Company actively engages in various welfare activities as outlined in our CSR Policy, both directly and through eligible implementing agencies, according to our annual CSR Action Plan.</p> <p>We are dedicated to sustainable development and are developing strategies to address climate change by optimizing resource and energy use. Our commitment includes increasing the use of green energy in our manufacturing processes. Additionally, we aim to achieve water neutrality by optimizing water use, implementing recycling and reuse practices, and significantly reducing our dependence on freshwater.</p>	
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</p>	<p>The Board of Directors monitors the implementation of the business responsibility policies chaired by Mr. J. Lakshmana Rao (DIN: 00649702)- Chairman & Managing Director of the Company and discussions are conducted at regular intervals to discuss the Environment, Social and Governance aspects.</p>
<p>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.</p>	<p>The Board is accountable for making decisions on all sustainability-related matters. The Stakeholders Relationship Committee, part of the Board of Directors, guides the management on ESG strategy and oversees the progress and performance of medium- and long-term ESG commitments and targets. Details about the composition of the Stakeholders Relationship Committee are included in the Corporate Governance Report.</p>
<p>10. Details of Review of NGRBCs by the Company:</p>	
Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / directors /board committees / board members, wherever applicable
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in Compliance with all the statutory requirements of principles to the extent applicable. Status of compliance with all applicable statutory requirements is reviewed by the Board on a regular basis.
<p>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</p> <p>-No, the policies are reviewed periodically by the Board of Directors. The Audit Committee assesses compliance with these policies, with support from the Internal Audit function. Additionally, the Stakeholders Relationship Committee, part of the Board of Directors, provides guidance on ESG strategy and monitors the progress and performance of medium- and long-term ESG commitments and targets.</p>	

Note: 1

Principle(s)	Applicable Policies	Link for policies
Principle 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable	Code of Conduct to Regulate, Monitor and Report Trading by Designated Person and their immediate relatives, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Policy on Materiality of and Dealing with Related Party Transactions, Whistle Blower Policy/Vigil Mechanism, Code of Conduct for BOD, KMP and Senior Management, Policy on Materiality of events, Code of Conduct for Employees and Business Ethics.	https://www.moldteckpackaging.com/investors.html#tab-5
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	Environment, Health and Safety Policy and ESG Policy.	https://www.moldteckpackaging.com/investors.html#tab-5



Principle(s)	Applicable Policies	Link for policies
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace, Code of Conduct for Employees and Business Ethics, Human Rights Policy, Suppliers and Service Providers Code of Conduct.	https://www.moldtekpackaging.com/investors.html#tab-5
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	CSR Policy, Code of Conduct for Suppliers and Service Providers, Code of Conduct for Employees and Business Ethics, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information.	https://www.moldtekpackaging.com/investors.html#tab-5 https://www.moldtekpackaging.com/investors.html#tab-6 .
Principle 5: Businesses should respect and promote human rights.	Code of Conduct for Employees and Business Ethics, Human Rights Policy, Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace.	https://www.moldtekpackaging.com/investors.html#tab-5
Principle 6: Businesses should respect and make efforts to protect and restore the environment	Environment, Health and Safety Policy and ESG Policy.	https://www.moldtekpackaging.com/investors.html#tab-5
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	N.A.	N.A.
Principle 8: Businesses should promote inclusive growth and equitable development	CSR Policy and Code of Conduct for Employees and Business Ethics	https://www.moldtekpackaging.com/investors.html#tab-6 ; https://www.moldtekpackaging.com/investors.html#tab-5
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	Code of Conduct for Suppliers and Service Providers and ESG Policy.	https://www.moldtekpackaging.com/investors.html#tab-5

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)	Not 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)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

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

Essential Indicators:

1. Percentage coverage 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 (BoD) and Key Managerial Personnel (KMPs)	6 (as part of board meetings for both Directors and KMPs) and Multiple sessions through VC/OAVM for KMPs as part of Senior Management meetings.	<p>Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered includes:</p> <p>1) Corporate Governance; 2) Companies Act; 3) Applicable SEBI Regulations; 4) Environmental & Safety matters.</p> <p>Additionally, Familiarization Programme(s) for Independent Directors were conducted during the F. Y. 2023-24. The details can be assessed through below link: https://www.moldteckpackaging.com/pdf/Details%20of%20Familiarization%20Programme%20Attended%20by%20IDs-upto%2031.03.2024.pdf</p>	100%
Employees other than BoD and KMPs	4 physical sessions conducted as part of HR induction and multiple sessions through VC/OAVM as part of Departmental meetings.	<p>Training programs on health and safety include the use of PPE, safe work instructions, work permits, and lockout/tagout (LOTO) procedures. Other training areas cover the Code of Conduct for Employees, Business Ethics, the Whistleblower Policy/Vigil Mechanism, and the Policy on Prevention of Sexual Harassment (PoSH). Additionally, we offer values-based capability-building programs, sessions on the Code of Conduct for regulating, monitoring, and reporting trading by designated persons and their immediate relatives, and training on maintaining a structured digital database.</p>	98%

Note: Health and Safety related training and awareness sessions are being conducted and provided to the workers at regular intervals.

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					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an Appeal been referred? (Yes/No)
Penalty/ Fine	During the financial year 2023-24, there were no instances of any material (monetary and non-monetary) fines/ penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/ KMPs) levied by the regulators/law enforcement agencies/ judicial institutions.				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment	NIL				
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
Not Applicable	

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

- MTPL Packaging Limited (MTPL) maintains a zero-tolerance policy toward bribery. We have implemented measures to detect, prevent, and address any breaches of anti-bribery laws and regulations. Our Code of Conduct (CoC) for Employees and Business Ethics addresses issues such as deception, bribery, forgery, extortion, and corruption. This Code applies to any misconduct involving employees in their interactions with external entities. Fraud detection is managed by the Audit Committee and the Risk Management Committee. The CoC stipulates that employees are prohibited from accepting any form of illegal gratification, and any employee found accepting such gratification is subject to termination. This approach ensures our adherence to anti-corruption and anti-bribery policies. Additionally, we have a Code of Conduct for Directors and Senior Management that requires the Board of Directors and senior management to uphold the highest ethical standards and act with integrity and honesty. These Codes are available on the Company's website at: <https://www.moldteckpackaging.com/investors.html#tab-5>.

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

-There were no instances of any disciplinary action taken by any law enforcement agency on account of charges of bribery/ corruption against Directors/KMPs/employees/ workers during F.Y. 2023-24 and F.Y. 2022-23.

	F.Y. 2023-24	F.Y. 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of interest of KMPs	Nil	N.A.	Nil	N.A.

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

-Not Applicable as no fines / penalties / action was taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	20.21	20.79

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.64%	3.14%
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators:

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

- As a standard practice, we regularly take initiatives to familiarize and ensure compliance with the Company’s various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and the Code(s) on PIT, among others. These initiatives integrate the principles and core elements of the National Guidelines on Responsible Business Conduct (NGRBC) throughout the year during engagements and interactions with our value chain partners.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes	Remarks
N.A.	Inclusion of various policies of the Company which inculcates within them the essence of the NGRBC Principles and Core elements as part of various agreements like supply agreements, purchase agreements and others executed by and between the Company and various value chain partners.	100%	-

2	Sales Meet for product and sales strategy for the year and how to conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable.	100% of Sales Team	
3	Product training to Sales team and how to engage with and provide value to their consumers in a responsible manner.	100% of Sales Team	Product training on existing and new products
4	Online meet with in-charges of Depots for operations monitoring and overview and how to reduce carbon footprint.	100% of Depot in-charges were covered	
5	Meet with senior officers of Branch Offices pertaining to Business Ethics and Code of Conduct.	100% Senior Branch Officers were covered	

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

- Yes, the Company has a Code of Conduct for the Board of Directors and Senior Management Personnel that provides clear guidelines for identifying and disclosing any actual or potential conflicts of interest with the Company. Additionally, the Company requires an annual declaration from its Board of Directors and Senior Management Personnel regarding their interests in various entities and ensures that necessary approvals, as mandated by applicable laws, are obtained before engaging in transactions with these entities. If a director has an interest in any agenda item during meetings, they are required to recuse themselves to avoid conflicts of interest. The Code is available on the Company's website at: <https://www.moldteckpackaging.com/investors.html#tab-5>

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

Essential Indicators:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	F.Y. 2023-24	F.Y.2022-23	Details of improvements in environmental and social impacts
R&D and Capex	A total of ₹682.89 lakhs (i.e. 0.98% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes.	Total of ₹578.96 lakhs (i.e. 0.79% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes.	The Company has invested in research and innovation, leading to improved energy management, optimal resource utilization, reduced carbon footprint, and enhanced process efficiency. For more details, please refer to Annexure-B in the Directors' Report of the Annual Report for the fiscal year 2023-24. Environmental and social impact assessments are integral to new product development and process changes. The capital expenditures and R&D investments made by the Company include costs associated with mitigating environmental and social risks. These costs are inherent to the projects, making it impractical to separate them for individual identification. A key initiative is increasing the share of renewable energy in our overall energy portfolio, which underscores our commitment to sourcing clean energy and transitioning to lower carbon operations, thereby directly benefiting the environment.

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

- Yes, the Company's core raw materials are sourced from top-tier manufacturers and suppliers who continuously upgrade their technology and invest in research and development to ensure the sustainability of their products. Top of Form Bottom of Form.

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

- MTPL adheres to a green procurement guideline that incorporates social, ethical, and environmental considerations when onboarding new suppliers and reviewing existing ones. The Company is committed to identifying and utilizing materials processed from renewable sources. Our supplier selection criteria extend beyond cost considerations to include resource efficiency, product quality, lifecycle, and environmental impact. Preference is given to vendors who align with various sustainability principles.

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MTPL employs ISO procedures for sustainable sourcing, including transportation, and has established a robust system for vendor selection, registration, and management, which includes vendor ratings and thorough auditing. To ensure quality and transparency in the supply chain, we have implemented e-procurement and e-payment services. The vendor selection process emphasizes Health, Safety, Environment (HSE), and sustainable business practices. Over 90% of our inputs are sourced sustainably.

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.

Plastics (including packaging):– MTPL has a system in place to ensure that all process rejections are recycled and reused. Since our products are made from polypropylene plastic, which is easily recyclable, rejected materials are ground into small pieces and reintroduced into the production process. Any waste that isn't plastic is disposed of according to PCB guidelines. As a B2B company, we sell our products to customers who use them for primary and secondary packaging, meaning the responsibility for disposal and end-of-life management falls to them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, MTPL has partnered with an organization that handles the collection and recycling of post-consumer plastic waste. This organization helps us comply with these regulations and offers solutions and services, including digital technology platforms. We also purchase post-consumer recycled materials from various vendors and collaborate with them to enhance the quality of these materials, aiming to increase their use in our products in line with Extended Producer Responsibility (EPR) guidelines.

(a) E-waste:- As per the policy of the Company on the completion of the lifecycle of the product, the e-waste are sold to the vendors. The vendor then collects the material and necessary e-waste certificate is being issue to the Company.

(b) Hazardous Waste:- MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero. The Company does not produce any hazardous waste and other non-hazardous liquid or solid wastes released are re-used in controlled way.

As per the consent order from PCB (Pollution Control Board) waste oil is considered as Hazardous waste, hence we are disposing the same to authorized recyclers and kept the same on record.

As per Waste Management Rules we are disposing the E- waste and Plastic waste through the authorized vendors.

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.

The Company is subject to Extended Producer Responsibility (EPR) as defined by the Plastic Waste Management Rules, 2016, in its role as a Producer/Importer/Brand Owner (PIBO). To fulfill these EPR obligations, the Company has partnered with an organization responsible for the collection and recycling of post-consumer plastic waste. This organization ensures compliance with the regulations and provides a range of solutions and services, including digital technology platforms and other related products and services.

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: Yes.

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life CyclePerspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the if any, web-link.
--	Plastic Containers	--	Cradle-to-gate*	No	No

**The Company is in B2B business, our product i.e. rigid plastic packaging containers reach our customers and get filled with content at their premises and then gets distributed to end customers/consumers and thus Cradle-to-gate is applicable in our case.*



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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable- MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero and other liquid or solid wastes released are re-used in controlled way. Further, our products are 100% re-cyclable rigid plastic packaging material.		

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).

- Resource efficiency is a cornerstone of the Company's environmental strategy. We are committed to meeting our customers' needs while optimizing our resource management to make the most of raw materials and minimize waste. Our approach involves maximizing the use of resources and adopting practices to reuse, recycle, and reintegrate excess materials into our production process, all without compromising product quality.

As a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company adheres to Extended Producer Responsibility (EPR) guidelines. We have partnered with an organization dedicated to the collection and recycling of post-consumer plastic waste. This partnership ensures compliance with regulations and provides us with various solutions and services, including digital technology platforms. Additionally, we procure post-consumer recycled materials from multiple vendors, collaborating with them to enhance material quality and increase its use in our products, in line with EPR guidelines.

Indicate input material	Recycled or re-used input material to total material	
	F.Y. 2023-24	F.Y. 2022-23
Plastic material (PP)	15.36%	9.38%

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:

	F.Y 2023-24			F.Y 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	N.A.	1177	N.A.	N.A.	852	N.A.
E-waste	N.A.	N.A.	0.99	N.A.	N.A.	N.A.
Hazardous waste*	N.A.	N.A.	2.34	N.A.	N.A.	N.A.
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

* As per the consent order from PCB (Pollution Control Board) waste oil is considered as Hazardous waste.

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

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

- MTPL has a system in place to ensure that all process rejections are recycled and reused. Since our products are made from polypropylene plastic, which is easily recyclable, rejected materials are ground into small pieces and reintroduced into the production process. Any non-plastic waste is disposed of according to PCB guidelines. As a B2B company, our products are sold to customers who use them for primary and secondary packaging, so the responsibility for disposal and end-of-life management rests with them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company adheres to Extended Producer Responsibility (EPR) guidelines. We have partnered with an organization that specializes in the collection and recycling of post-consumer plastic waste. This organization ensures compliance with the regulations and provides us with various solutions and services, including digital technology platforms. We also source post-consumer recycled materials from various vendors, working with them to enhance material quality and increase its use in our products in line with EPR requirements.

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

Essential Indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	668	668	100	668	100	N.A.	N.A.	668	100%	0	0
Female	38	38	100	38	100	38	100%	N.A.	N.A.	0	0
Total	706	706	100	706	100	38	5.38%	668	94.61%	0	0
Other than Permanent employees*											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers 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 workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	1020	1020	100	1020	100	N.A.	N.A.	1020	100	0	0
Female	604	604	100	604	100	604	100	N.A.	N.A.	0	0
Total	1624	1624	100	1624	100	604	37.19	1020	62.81	0	0

Note: Vendors are required to adhere to the statutory compliances as per applicable laws and rules. In MTPL, there is no Permanent worker category as all our workers is through third party contractors and have fixed terms.

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

	F.Y. 2023-24 Current Financial Year	F.Y. 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.40	0.38

2. Details of retirement benefits.

Benefits	F.Y. 2023-24			F.Y. 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	100	100	Y	100	100	Y
Gratuity	100	-	N.A.	100	-	N.A.
ESI	20.23	100	Y	21.22	100	Y



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

As on the 31st day of March, 2024, the Company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.

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 provides equal opportunity in employment for all sections of society and ensures indiscrimination in employment in any form i.e. age, gender, nationality, race, religion, disabilities and sexual orientation. At MTPL we believe that Diversity and Inclusivity (D&I) at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress.

The Company's Code of Conduct for Employees and Business Conduct and Policy on Human Rights specifically calls out for no discrimination on any grounds. The Code of Conduct can be accessed at on our website at <https://www.moldteckpackaging.com/investors.html#tab-5>

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

Note: During the year under considering no parental leave was availed by any employee.

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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, employee and worker grievances are effectively addressed and resolved through a well-established mechanism at MTPL. We have implemented a robust grievance redressal system to ensure issues are managed efficiently. Additionally, our Whistleblower mechanism allows employees and associates, including those in subsidiaries, to report unethical behavior or suspected fraud to the Ombudsperson or the Chairman of the Audit Committee.
Other than Permanent Workers	
Permanent Employees	Furthermore, we have an Internal Complaints Committee in place, as mandated by law. The Company also conducts regular site visits by management and carries out annual opinion surveys, providing a channel for individuals to report any issues they may encounter.
Other than Permanent Employees	

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

Category	F.Y. 2023-24			F.Y. 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	668	24	3.59	603	24	3.98
-Female	38	2	5.26	24	2	8.33
Total Permanent Workers						
-Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
-Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

8. Details of training given to employees and workers:

Category	F.Y. 2023-24					F.Y. 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	668	668	100	392	58.68	603	603	100	373	61.8
Female	38	38	100	21	55.26	24	24	100	18	75
Total	706	706	100	413	58.49	627	627	100	391	62.3
Workers										
Male	1020	1020	100	642	62.94	1212	1212	100	598	49.3
Female	604	604	100	389	64.40	668	668	100	427	63.9
Total	1624	1624	100	1031	63.49	1880	1880	100	1025	54.5

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

At MTPL, we have a well-defined annual appraisal process conducted for all the employees based on their DOJ, during which a one-to-one discussion is done with employees regarding their individual performance, development and training plan, future growth and targets and KRA's etc.

Category	F.Y 2023-24			F.Y 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	668	668	100	603	603	100
Female	38	38	100	24	24	100
Total	706	706	100	627	627	100
Workers*						
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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 such system?

-Yes, we have an EHS Management System manual that is adhered to across all our units. This system encompasses the health and safety of all employees, workers, and interested parties at each certified location. It covers everything from planning and process development to data monitoring, analysis, and continuous improvement. Additionally, we are making further enhancements to our safety management systems based on recommendations aimed at increasing the effectiveness of our current safety procedures.

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 the HIRA system (Hazard Identification and Risk Assessment), which will be renewed yearly or on process change, whichever is earlier.

The focus includes Life-Saving Rules campaign, near misses and unsafe conditions that could result in injury, and the need for increased safety related communication at all levels of our organization. We also emphasize training to raise awareness about routine and non-routine hazards during production and planned shutdowns for repairs and maintenance



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

-Yes, we have Hazard reporting in the Incident reporting system and the same will be updated in HIRA. Periodic awareness sessions to build 'Safety First' mindset are being conducted.

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

-Yes, all employees are covered under Company's health insurance and personal accident policy.

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

Safety Incident / Number	Category	F.Y. 2023-24	F.Y. 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	1
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- The company has established effective Environment, Health & Safety and Risk Management Policies. Its offices and units are designed with careful attention to statutory requirements and Indian Standards to ensure a healthy and safe workplace. A primary focus is on employee safety, achieved by investing in technologies and processes that minimize manual interaction with machines. During the design phase of any process, engineering controls are emphasized to manage various manufacturing and production hazards. Additionally, all new plants are highly automated, featuring conveyors and robotic palletization to reduce manual intervention. The company employs systematic processes for identifying work-related hazards and has mechanisms in place for detecting fire hazards, developing control action plans, and implementing strategies to mitigate or eliminate these hazards.

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

	F.Y 2023-24			F.Y 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	-	0	0	-

Note: MTPL has not received any complaint on "Health & Safety" and "Working Conditions" in F.Y. 23-24 and F.Y. 22-23. However, the Company encourages its employees and contractor workers to proactively submit safety observations and report unsafe acts and conditions at workplace as a preventive action

14. Assessments for the year:

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

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

Corrective actions have been taken post consultation of managerial and non-managerial employees and workers. Effectiveness of the corrective actions have also been monitored.

Leadership Indicators:

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

(A) Employees (Y/N): Yes.

(B) Workers (Y/N): Yes.

All employees are covered under Health Insurance and Accidental policy.

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

-The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company. The Company has a practice of informing the vendors about the statutory changes affecting their responsibilities in respect of deduction/ withholding of tax at source in respect of their transactions with the Company.

- 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:**

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y 2023-24	F.Y 2022-23	F.Y 2023-24	F.Y 2022-23
Employees	0	1	0	0
Workers	0	0	0	0

- 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, MTPL Packaging Limited as an organization uses its retainership program depending on case to case basis and the suitability of the position. Some employees, after retirement age, are considered for advisory role in the Company only at the discretion of management.

- 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	As a standard practice, the company initiates efforts to familiarize and ensure compliance with its various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. These initiatives integrate the essence of the NGRBC Principles and Core Elements into interactions with value chain partners throughout the year.
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.**

-The Company has started with reviewing the raw material suppliers as well as goods and services providers for evidence of their position on certain criteria. During the year no significant risks / concerns pertaining to health and safety practices and working conditions of value chain partners were identified or reported to the Company.

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.**

-MTPL has established systems and procedures to continuously, consistently, and systematically identify, prioritize, and address the needs and concerns of its stakeholders across its various businesses and units. The company has mapped its internal and external stakeholders, recognizing that an effective stakeholder engagement process is crucial for achieving its sustainable goal of inclusive growth. We regard individuals, groups, institutions, or entities that influence or add value to our business, or that are integral to our business value chain, as key stakeholders. Our stakeholders include both internal and external parties, as well as direct and indirect contributors. Key stakeholders encompass employees, investors, suppliers and partners, customers, government authorities, and the community. Identifying these key stakeholders involves a qualitative process that includes consultations and feedback from various departments, as well as Senior Management and the Board.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	We use digital as well as physical channels of communication including but not limited to e-mails, leadership touchpoints and appraisal and training programmes for personal and professional growth.	Regularly	Through physical and digital channels of communication, we aim to provide our employees an empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our ongoing effort is to maintain two-way engagement with colleagues in corporate office, manufacturing locations etc. and also for Rewards & Recognition, Talent Management, Compliance with policies of the Company, CSR & Sustainability updates.
Shareholders / Investors	No	We interact with our shareholders, potential investors and research analysts through investor meetings/calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports.	Quarterly and as and when need arises	We engage with them so that they can take an informed decision to invest in our Company. The key areas of engagement include an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, disclosing Quarterly/ Half Yearly/ Yearly Results, sending Annual Reports and Notice for General Meetings, Dividend updates.
Customers	No	Physical and virtual meetings, customer events, calls, e-mail and website.	Regularly	We engage with our customers to ensure regular supply of the products, keep them informed about new products, participate in the bids/ tenders and maximise the outreach of our products.
Suppliers & Partners	No	Physical and virtual meetings, supplier forums, partner events, calls, e-mail and website.	Frequent and need based	To make suppliers aware of the requirements of the Company with respect to the quality and other specifications. They are also made aware of the policies of the Company with respect to the ethical practices and also the quality standards maintained by the Company.
Government authorities	No	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required.	Need Basis	With regulatory authorities our engagement is aimed at discharging responsibilities with policymakers and to understand and discuss matters pertaining to the industry. To understand various Law points, regulations, amendments and approvals.
Community	Yes	Our engagement with the community includes physical visits as well as digital channels. Community Welfare Programmes, Community visits / meeting, Local authority and town council meetings.	Frequent and need based	With giving back to society as a core tenet of the Company, our corporate social responsibility and employee volunteering programmes target the areas of education, health, women empowerment and rural development activities.

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.

-At Mold-Tek Packaging Limited, we place a strong emphasis on stakeholder consultation concerning economic, environmental, and social issues to ensure a thorough approach to our Environmental, Social, and Governance (ESG) framework. We engage in detailed discussions with the Mold-Tek Packaging board and management to identify our key internal and external stakeholders, including investors, employees, customers, suppliers and partners, government authorities, and communities. This inclusive process allows us to gather valuable insights and feedback, which are then incorporated into our decision-making. By aligning our business strategies with the needs of our stakeholders and the broader society, we make informed decisions that address economic, environmental, and social considerations responsibly and sustainably.

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

- Yes, effective engagement allows us to align stakeholder needs with organizational goals, forming the foundation for strategic development and enhancing value for all stakeholders. We utilize various platforms to interact with a diverse range of stakeholders, understanding their unique needs and concerns, and devising appropriate strategies to address them. Our internal and external stakeholders have highlighted key material topics across ESG, such as product availability, responsible pricing and affordability, quality, safety, and anti-bribery and corruption. Additionally, we engage with Government Regulatory Authorities, distributors, suppliers, and the local community on environmental and social issues to identify the most relevant and applicable material topics for MTPL. We ensure that stakeholder feedback is integrated into our processes and policies.

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

-MTPL actively engages with the community on a regular basis, focusing on areas such as community development, environmental initiatives among others. Any concerns that arise are promptly addressed and discussed in a timely manner. The Company’s CSR activities focus on the disadvantaged, vulnerable and marginalised segments of the society. Kindly refer to the “*Annexure – C*” i.e. Annual Report on Corporate Social Responsibility Activities for further details.

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	F.Y. 2023-24			F.Y. 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	706	706	100	627	627	100
Other than permanent	0	0	0	0	0	0
Total Employees	706	706	100	627	627	100
Workers						
Permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than permanent	1624	1624	100	1880	1880	100
Total Workers	1624	1624	100	1880	1880	100

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

Category	F.Y 2023-24					F.Y 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	668	0	0	668	100	603	0	0	603	100
Female	38	0	0	38	100	24	0	0	24	100
Other than Permanent										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Workers										
Permanent										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than Permanent										
Male	1020	1020	100	0	0	1212	1212	100	0	0
Female	604	604	100	0	0	668	668	100	0	0

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	8	2,37,38,713	1	N.A.
Key Managerial Personnel (KMP)*	5	2.18.13.110	1	67,71,270
Employees other than BoD and KMP	663	4,03,891	37	3,01,913
Workers#	N.A.		N.A.	

**Note: Median Remuneration is on Annual Basis and the number is as on 31st March, 2024. Further, remuneration of Executive Directors has only been considered for the Median Calculation. Managing Director, Two Deputy Managing Directors and One Whole-time Director of the Company being Key Managerial Personnel also are considered under both the heads i.e. Board of Directors (BoD) and Key Managerial Personnel(KMP).*

#In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	6.37	7.19

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, Respective HR heads of unit and at HO are responsible for addressing human rights and concerns raised by the employees or workers. They play a crucial role in ensuring that human rights are respected in the workplace and that employees' or workers concerns are addressed. They are responsible for maintaining a safe and healthy work environment, promoting diversity and inclusion, and ensuring that employees are treated fairly and with dignity and respect.

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

-All grievances are addressed as and when received by the respective Unit Head/Business Head/HOD through Plant HR in coordination with Head HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated.

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

	F.Y 2023-24			F.Y 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	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
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	N.A.	N.A.
Complaints on POSH upheld	N.A.	N.A.

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

- All reported incidents are treated with the utmost confidentiality. Individuals named in a report and alleged to have breached relevant principles or rules will not be informed of the report unless it is necessary for the investigation. Any person who retaliates, directly or indirectly, against someone who reports a real or suspected violation of organizational policies, rules, or regulations, or who assists in investigating such violations, will face appropriate disciplinary action.

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

-Yes. MTPL understands the importance of promoting and protecting human rights throughout its value chain. We have extended our Supplier Code of Conduct to our value chain partners. Also, we include human rights in our business agreements wherever required. By doing so, we are setting clear expectations for our partners for upholding human rights standards.

10. Assessments for the year:

	% 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	NIL

* Internal assessment was carried out by the Company.



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

-Not Applicable. At Mold-Tek there is no employment of Child Labour. There is POSH committee and a grievance redressal mechanism which is accessible to all employees and workers. Regular internal audit being conducted to ensure wages are in line with the statutory norms.

Leadership Indicators:

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

- No process was introduced or modified as no observations was reported.

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

- At MTPL, the scope of human rights due diligence, overseen internally by the HR Department at the Head Office and across all units, encompasses Occupational Health and Safety, non-discrimination, freedom of association and collective bargaining, child labour, forced or compulsory labour, and community engagement. As an equal opportunity employer, we eschew discrimination based on race, color, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability status. The Company is in the advanced stages of evaluating all its facilities to ensure that the infrastructure supports an inclusive environment for all employees.

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?

- As on the 31st day of March, 2024, the company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

- As a standard practice, we implement initiatives to familiarize and ensure compliance with the Company's various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. These initiatives instill the principles and core elements of the NGRBC throughout the year during interactions with our value chain partners. In the fiscal year 2024, 100% of our suppliers were assessed based on our aforementioned Codes and Policies. These documents include numerous provisions on labor practices and human rights, such as child labor, freedom of association, working hours, wages and benefits, forced or compulsory labor, lawful employment, non-discrimination, and harassment.

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

- Not Applicable. No significant risks/ concerns were identified or reported to the Company during F.Y. 2023-24

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:

(In Giga Joules)

Parameter	F.Y 2023-24	F.Y 2022-23
From renewable sources:		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)- From Roof Top Solar Panels	11,999	1,639
Total energy consumed from renewable sources (A+B+C)	11,999	1,639
From non-renewable sources		
Total electricity consumption (D)	1,08,824	1,07,667
Total fuel consumption (E)	1320	208
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,10,144	1,07,875
Total energy consumed (A+B+C+D+E+F)	1,22,143	1,09,514
Energy intensity per rupee lakh of turnover (Total energy consumption/Revenue from operations)	1.75GJ/₹ lakh	1.50GJ/₹ lakh
Energy intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	39.16 GJ/₹ lakh	33.25 GJ/₹ lakh
Energy intensity in terms of physical output in GJ per Ton	3.42GJ/Ton	3.21GJ/Ton

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.

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.*

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.

Not Applicable.

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

Parameter	F.Y. 2023-24	F.Y. 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	4659.7	4562.5
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv +v)	4659.7	4562.5
Total volume of water consumption (in kilolitres)	4659.7	4562.5
Water intensity per rupee lakh of turnover (Water consumed / turnover)	0.066 Kltr/₹ lakh	0.062 Kltr/₹ lakh

Water intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	1.49 Kltr/ ₹ lakh	1.38 Kltr/ ₹ lakh
Water intensity in terms of physical output in Kltr/Ton	0.13 Kltr/Ton	0.13 Kltr/Ton

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, water monitoring has been done through the water flow meters which measures the volume of water.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
iv) Sent to third-parties	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	1560.0 through STP and used for the gardening purpose	-
Total water discharged (in kilolitres)	1560	-

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.

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

Yes, the wastewater generated at our offices and factories is treated through the sewage treatment plants (STPs) and the recycled water is used for sanitation and gardening purposes. MTPL focusses on reduction at source and reuse. Further, chillers are installed in the factories for efficient water management and reduction in consumption. Industrial treated water is 100% used for Gardening purpose.

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	Kg	81.7	-
Sox	Kg	74.9	-
Particulate matter (PM)	Kg	59.5	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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.

-Not Applicable. MTPL’s facilities are accredited as Green Zones by the Pollution Control Board (PCB). The emissions resulting from our injection molding processes is zero. However, the gensets used in the office(s) / unit(s) during power cuts or otherwise generate emissions. The air emission parameters were calculated by conducting a stack emission monitoring test. The actual values (PM, NOx, and SOx) and the flow rate were multiplied by the running hours. This allowed us to determine the amount of air emissions emitted by the generator in kilograms for the entire year.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	F.Y 2023-24	F.Y 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	260.30	469.04
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	21,462.70	30,439
Total Scope 1 and Scope 2 emissions per rupee lakh of Turnover	Metric tonnes of CO ₂ per rupee lakh of turnover	0.31	0.42
Total Scope 1 and Scope 2 emission intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ per rupee lakh of turnover adjusted for PPP	6.96	9.38
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ per ton of output	0.60	0.90

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. MTPL units are certified Green Zones by Pollution Control Board (PCB). The emission released from the processes of Injection Moulding is Zero. However, all Gensets used at the factories during power cuts or otherwise produce Green House Gases and such may be considered under Scope 1 emissions. Further, for Scope 2 electric consumption from non-renewable sources only has been considered.

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.*

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

As previously noted, MTPL’s facilities are certified as Green Zones by the Pollution Control Board (PCB), and emissions from our injection moulding processes are zero. However, the Gensets used at our factories during power outages or otherwise emit greenhouse gases. To mitigate our carbon footprint, the Company has implemented the following measures:

- Replacing outdated hydraulic injection moulding machines with modern electric ones is underway.
- Regular monitoring and analysis of energy consumption are conducted.
- Conventional tubes and bulbs are being replaced with LED lighting.
- Energy-intensive equipment is selected based on rigorous monitoring and benchmarking.
- Processes and material movement in factories are optimized to minimize energy use.
- "Machine On" alarms and automatic machine shut-off systems are in place.
- Water chillers have been installed to promote water conservation.
- Discharged or used water from offices and units is treated through sewage treatment plants (STPs) and reused for watering plants and trees, minimizing water consumption.
- Water leakage is actively monitored.
- Solar power systems have been installed in our units, contributing to an estimated carbon offset of 3,990.3 tons per year.
- Tree planting initiatives are undertaken at both offices and factories.

9. Provide details related to waste management by the entity:

Parameter	F.Y 2023-24	F.Y 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1177	852
E-waste (B)	0.99	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (waste oil). Please specify, if any. (G),	2.34	-
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Total (A+B + C + D + E + F + G + H)	1180.33	852
Waste intensity per rupee lakh of turnover (Total waste generated / Revenue from operations)	0.017 MT/₹ lakh	0.011 MT/₹ lakh
Waste intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.37 MT/₹ lakh	0.25 MT/₹ lakh
Waste intensity in terms of physical output per ton	0.033	0.025
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1177	852
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1177	852
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	3.33	-
Total	3.33	-

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.

**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF- for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.*

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.

- MTPL has established a system to ensure that all process rejections are recycled and repurposed. Since our products are made from polypropylene plastic, which is highly recyclable, rejected materials are ground into small fragments and reintegrated into production. Non-plastic waste is disposed of in accordance with Pollution Control Board (PCB) guidelines. As a B2B enterprise, our products are sold to customers who use them for primary and secondary packaging, thus the responsibility for disposal and end-of-life management lies with them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company has partnered with an organization specializing in the collection and recycling of post-consumer plastic waste. This organization provides solutions, services, and digital technology platforms to ensure compliance with Extended Producer Responsibility (EPR) guidelines. We procure post-consumer recycled materials from various vendors and

collaborate with them to develop high-quality materials, thereby increasing their use in our final products as per EPR requirements.

According to Company policy on product lifecycle management, e-waste is sold to vendors who then collect the material and issue the necessary e-waste certificates. MTPL’s facilities are certified as Green Zones by the PCB, and emissions from our injection moulding processes are zero. The Company generates no hazardous waste, and any non-hazardous liquid or solid waste produced is repurposed in a controlled manner.

- 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:**

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.
Not Applicable. MTPL does not have any 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
Not Applicable. MTPL has not undertaken any projects that require an Environmental Impact Assessment (EIA).					

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

- Yes, we have ensured 100% compliances with all the statutory requirements. During the reporting period (F.Y. 2023-24), no fines were levied by government or regulatory authorities.

Leadership Indicators:

- 1. With respect to the ecologically sensitive areas reported at Question 11 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, since None of our operations/offices are located in/around ecologically sensitive areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

Yes, MTPL have always strived to improve the resource efficiency. The Company has taken various initiatives on clean technology, energy efficiency, renewable energy etc., to reduce its impact on the environment. For further details please refer to ‘Annexure- B’ to the Directors’ Report covering inter- alia, details of Conservation of Energy. Company initiated the process of setting up solar power development at all manufacturing units and offices.

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

- Yes, to ensure the continuity of business operations, minimize the impact of disasters, and facilitate swift recovery, MTPL has implemented a comprehensive and documented framework for managing critical activities and their dependencies during high-impact risk events. Each Manufacturing Unit, Toolroom Centre, Head Office, Depot/Regional Distribution Center, and Regional Office has its own designated framework for such events. Emergency preparedness plans are established at each site to address both external and internal disasters. These plans emphasize reducing exposure to hazardous situations and include detailed scenarios with clearly assigned responsibilities.



4. 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.

- The Company has not conducted environmental impact assessments of its business partners. However, as a standard practice, we implement initiatives to familiarize our partners with and ensure their adherence to various Company policies. These include the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. Through these initiatives, we integrate the principles and core elements of the NGRBC throughout the year during our engagements and interactions with value chain partners.

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.

-MTPL is much aware of its responsibilities towards influencing public and regulatory policy and thus engages with public and regulatory bodies in a responsible manner. It participates in the same on a need basis. MTPL is a member of 4 trade associations as mentioned in point b.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	The Associated Chambers of Commerce & Industry of India	National
2.	Andhra Chamber of Commerce	State
3.	The Plastics Export Promotion Council	National
4.	The All India Plastics Manufacturers Association	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
No case related to anti-competitive conduct by the entity is reported in F.Y. 2023-24		

Leadership Indicators:

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

Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half-yearly/Quarterly/ Others – please specify)	Web Link, if available
Extended Producers Responsibility	Through All India Plastics Manufacturers Association.	-	-	-

- The Company does not have a separate policy on “policy advocacy”. For advocacy on policies related to the Plastic Packaging Industry, the Company works through industry associations such as The All India Plastics Manufacturers Association, The Plastics Export Promotion Council, etc. There are specified officials in the Company who are authorised for communicating with industrial bodies and managing government affairs in accordance with internal policy of the Company. Also, we have shared the ideas and concepts pertaining to sustainable packaging for public good with leadership teams of major companies ranging from PAINTS, LUBES, ADHESIVES, INDUSTRIAL CHEMICALS, AGRO-INDUSTRY, FOOD, PHARMA and FMCG.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators:

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

-Not Applicable.

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

-Not Applicable

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

- The Board of Directors of the Company has implemented a Whistle Blower Policy, which establishes a mechanism for all stakeholders, including Directors, employees, vendors, and suppliers, to report concerns about unethical behavior, actual or suspected fraud, or violations of the Code of Conduct and Ethics. The policy ensures protection against retaliation for employees who use the mechanism and provides direct access to the Chairperson of the Audit Committee in exceptional cases. The Audit Committee periodically reviews the effectiveness of the whistleblower mechanism, and no personnel have been denied access to the Committee. The Whistle Blower Policy is also available on the Company’s website at: <https://www.moldteckpackaging.com/investors.html#tab-5>. Additionally, in areas where our plants are located in rural communities, local grievances are reported to the Panchayats and Government authorities, who assist us in addressing these issues. The identified concerns are then managed by our plant team as specific projects in those communities.

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

	F.Y 2023-24	F.Y 2022-23
Directly sourced from MSMEs/ small producers	2.32%	0.11%
Sourced directly from within the district and neighboring districts	26.28%	24.97%

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	2.83%	2.99%
Semi-urban	27.39%	22.26%
Urban	44.87%	50.87%
Metropolitan	24.91%	23.88%

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

Leadership Indicators:

- 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable.

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

-Please refer “Annexure – C” to Directors’ Report i.e. Annual Report on CSR Activities.

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

-Currently, there is no preferential procurement policy in place. However, company does not discriminate against any groups for sourcing we use a variety of variables like quality, service, technical competence and price to decide the vendors.

(b) From which marginalized /vulnerable groups do you procure?

-Not Applicable.

(c) What percentage of total procurement (by value) does it constitute?

-Not Applicable.

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

-Not Applicable.

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

-Not Applicable.

6. Details of beneficiaries of CSR Projects:

Please refer “Annexure – C” to Directors’ Report i.e. Annual Report on CSR Activities.

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

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

-As a B2B company, MTPL supplies its products to other businesses. We are committed to keeping clients informed throughout the entire complaint resolution process. Our approach focuses on addressing complaints promptly by identifying the core issue and providing effective solutions, which may include direct communication with the customer via phone calls or meetings, and delivering a final resolution. We also maintain multiple communication channels—such as SMS, email, and WhatsApp—to keep customers updated on the progress of their complaints.

Customers submit complaints via email to the Marketing department, which then forwards them to the Quality Control (QC) department, requesting a Root Cause Analysis (RCA) and Corrective and Preventive Actions (CAPA). The QC department analyzes the complaint and provides the RCA and CAPA report to the client within the designated timeframe.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

-MTPL is in B2B business and provide rigid plastic packaging solutions to other businesses, who use our containers for their products and the details and labelling are as per the instructions of the clients and contains information about their product for which the container is being used.

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

	F.Y 2023-24		Remarks	F.Y 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending reso- lution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

-The Company has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices and unfair trade practices during the financial year.

4. Details of instances of product recalls on account of safety issues: Not Applicable

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

- There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2023-24.

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.

-The Company do have a security policy. The same has been uploaded on the intranet of the Company.

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 such event has been reported for the F.Y 2023-24 and hence not applicable.

Leadership Indicators:

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

-The platforms used for the information are Website, Annual Reports, Social Media Platforms, Media Publications, Analyst Reports, Press Releases etc.

Information relating to all the products and services provided by the Company are available on the Company’s website at <https://www.moldteckpackaging.com/>

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

- Since the Company is in B2B business our products are sold to customers being other businesses who uses the same for primary and secondary packaging of their products. Business Continuity Plan, Risk Management Policy, Mitigation Plan and Review Mechanism in place to take care of exigencies in supplies or services to the customer. Further, product specification sheet forms part of the Agreement/Contract of Supply with all details including test controls.

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

-Same as mentioned against point 2.

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)

- As a producer of product packaging solutions, we imprint the product information, presented in the form of ARTWORK, on our packaging, alongside requisite statutory details for our clients. Operating within a B2B framework, MTPL delivers rigid plastic packaging solutions to other enterprises. These businesses utilize our containers for their own products, and the labeling and details are meticulously aligned with client specifications, encompassing information pertinent to the product contained within the packaging.

5. Provide the following information relating to data breaches:

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

- No instances of data breach were reported or observed during F.Y 2023-24.

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

- No instances of data breach were reported or observed during F.Y 2023-24.