

**Date: August 30, 2024**

To, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001	To, National Stock Exchange of India Ltd Exchange Plaza, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai - 400051
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**Scrip Code: 543528**

**ISIN No: INE0JA001018**

**Symbol: VENUSPIPES**

**Subject: Business Responsibility and Sustainability Report for Financial Year 2023-2024**

Dear Sir/Madam,

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-2024 which also forms part of the Annual Report of the Company for the Financial Year 2023-2024.

Kindly take the same on your record.

Thanking you,  
**For Venus Pipes & Tubes Limited**

**CS Pavan Kumar Jain**  
**Company Secretary and Compliance Officer**  
**Membership No. A66752**

**VENUS PIPES AND  
TUBES LIMITED  
BRSR REPORT FOR  
FY 2023-24**

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# Business Responsibility and Sustainability Report

Venus Pipes and Tubes Limited (hereon 'the Company' or 'Venus') is one of the leading manufacturers of specialized stainless-steel pipes and tubes in India and abroad.

Venus is committed to the National Guidelines on Responsible Business Conduct (NGRBC) principles, integrating various aspects of good governance, environmental responsibility, and social accountability into its operations. These principles form an integral part of Venus's ethos, guiding its actions towards a sustainable future.

## SECTION A: GENERAL DISCLOSURE

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L7414GJ2015PLCo82306
2.	<b>Name of the Entity</b>	VENUS PIPES & TUBES LIMITED
3.	<b>Year of Incorporation</b>	2015
4.	<b>Registered office address</b>	Survey No. 233/2, survey no. 234/1 Bhuj - Bhachau Highway, Dhaneti, Kutch 370020. Gujarat, INDIA
5.	<b>Corporate address</b>	Plot no. 275, Tripada Complex, Sec.1A, Near Mamlatdar Office, Gandhidham - 370201
6.	<b>E-mail</b>	info@venuspipes.com
7.	<b>Contact Number (Telephone)</b>	7048897799,7048898899
8.	<b>Website</b>	www.venuspipes.com
9.	<b>Financial year for which reporting is being done</b>	FY 2023 - 24
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	<ul style="list-style-type: none"> <li>▪ Bombay Stock Exchange</li> <li>▪ National Stock Exchange</li> </ul>
11.	<b>Paid-up Capital</b>	₹ 202.96 Million
12.	<b>Name and contact details of the person who may be contacted in case of any queries on the BRSR</b>	Mr. Kuldeep Maurya Contact: 96382 20956 Email: ehs@venuspipes.com
13.	<b>Reporting boundary</b>	The BRSR reporting will outline Venus's manufacturing facility and corporate office in India.
14.	<b>Name of the assurance provider</b>	Not Applicable
15.	<b>Type of assurance obtained</b>	Not Applicable

## II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity (FY 2023-24)
1.	Manufacturing of stainless-steel pipes and tubes.	Venus provides the finest products for its customers with the best standard of quality, material range, pricing in accordance with customer's expectation and satisfaction.	96%

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	SS Welded Pipes	24311	39
2.	SS Seamless Pipes	24311	57

## III. Operations

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

Location	Number of operational locations	Number of offices	Total number of plants And /or operations/offices
<b>National</b>	1	4	5

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	29

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

Nearly 12.3% of the total turnover comes from the export turnover.

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

Venus pipes and tubes is one of the leading Stainless-Steel Pipes and Tubes Manufacturer in India. The Company has a diverse customer portfolio in the sectors of engineering, chemical, fertilizers, refineries, power plant, food processing, oil & gas pharma industries & others.

#### IV. Employees

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

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

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	374	356	95.18%	18	4.81%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total employees (D + E)	374	356	95.18%	18	4.81%

###### Workers:

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	263	263	100%	0	-
2.	Other than Permanent (E)	543	543	100%	0	-
3.	Total employees (D + E)	806	806	100%	0	-

###### b. Differently abled Employees – 10 persons

##### 21. Participation / Inclusion / Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel (KMP)	25	2	8%

##### 22. Turnover rate for permanent employees and workers

Category	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	8.19%	-	8.19%	4.75%	-	4.75%	4.96%	-	4.96%
Permanent workers	14.26%	-	14.26%	6.21%	-	6.21%	4.23%	-	4.23%

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

23. The Company has no holding, subsidiary, and associate companies within its business.

VI. CSR Details

**24. CSR: (₹ in Million) (Need information for FY 2023-24)**

Sr. No.	Particulars	Details
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (FY 2023-24)	₹ 8021.98 Million
(iii)	Net worth (FY 2023-24)	₹ 4060.94 Million

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:**

The company has identified its external and internal stakeholders through stakeholder mapping and periodic engagement exercises. It has also implemented a grievance redressal mechanism to address effectively any grievances raised by both external and internal stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY 2023-24			FY 2022-23		
		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	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	14	Nil	All the complaints from shareholder were solved with proper mitigation measure	Nil	Nil	Nil
Employees and Workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Others	NA	NA	NA	NA	NA	NA	NA

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

The Company has identified material issues, which directly or indirectly impact its business operations. The Company is conscious that any mismanagement thereof may affect business continuity and lead to other uncalled for disruptions and consequential affects.

Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for Identifying Risk and Opportunity. In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/negative implications)
1	Economic Performance	Opportunity & Risk	<b>Opportunity:</b> Economic growth fuels demand, innovation, and expansion, offering avenues for increased revenue, market share, ESG actions and long-term success.	Positive
			<b>Risk:</b> Economic downturns can disrupt demand, increase costs, and constrain growth, posing challenges to company stability and profitability.	Negative
2	Ethics, Integrity & Governance	Opportunity & Risk	<b>Opportunity:</b> Commitment to ethics, integrity, and strong governance practices enhances trust, attracts investors, and fosters a positive corporate culture, driving sustainable growth, innovation, and competitive advantage while ensuring long-term stakeholder value.	Positive
			<b>Risk:</b> Ethical lapses, integrity breaches, and poor governance can lead to reputational damage, legal liabilities, and loss of stakeholder trust, jeopardizing the company's standing, relationships, and long-term viability.	Negative
3	Community Development	Opportunity	Community development initiatives enable company to make a positive social impact, strengthen relationships, and enhance reputation. Investing in various domain fosters inclusive growth.	Positive
4	GHG emission	Risk	GHG emissions pose significant environmental risks, contributing to climate change, extreme weather events, and resource scarcity. Failure to mitigate emissions can result in regulatory penalties, supply chain disruptions, and reputational damage, exposing company to financial losses and operational challenges.	Negative
5	Waste Management	Opportunity & Risk	<b>Opportunity:</b> Implementing effective waste management strategies presents opportunities for cost savings, resource recovery, and environmental stewardship. By adopting recycling, reuse, and waste reduction practices, the Company can minimize environmental impact, improve operational efficiency, and enhance brand reputation.	Positive
			<b>Risk:</b> Inadequate waste management practices can lead to environmental pollution, regulatory non-compliance, and health hazards for communities. Improper disposal may result in legal liabilities, fines, and reputational damage, while inefficient waste handling processes can increase operational costs and resource inefficiencies.	Negative
6	Supply Chain	Risk	Supply chain disruptions, such as natural disasters, geopolitical conflicts, or supplier failures, can lead to inventory shortages,	Negative



Sr. No.	Material issues identified	Indicate Risk/ Opportunity	Rationale for Identifying Risk and Opportunity. In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (Indicate positive/negative implications)
			production delays, and revenue loss. Lack of visibility and resilience in the supply chain can expose company to increased costs, reputational damage, and loss of market share.	
7	Employee Health and safety	Risk	Failure to prioritize employee health and safety can result in workplace accidents, injuries, and legal liabilities, damaging morale, productivity, and company reputation.	Negative
8	Product Quality	Opportunity	Ensuring high product quality enhances customer satisfaction, loyalty, and brand reputation, driving competitive advantage, market differentiation, and long-term profitability.	Positive
9	Human resource management	Opportunity	Effective human resource management practices, such as talent acquisition, development, and retention, contribute to employee engagement, productivity, and organizational success, fostering a positive work culture and competitive edge.	Positive
10	Human capital development	Opportunity	Investing in the development of employees' skills, knowledge, and capabilities improves workforce performance, innovation, and adaptability, enabling company to achieve strategic objectives and sustain long-term growth.	Positive
11	Customer relationship management	Opportunity	Building strong customer relationships through personalized experiences, responsive support, and consistent communication drives customer loyalty, retention, and advocacy, leading to increased sales, market share, and profitability.	Positive
12	Corporate Governance	Risk	Weak corporate governance practices, such as lack of transparency, accountability, and ethical standards, can lead to conflicts of interest, regulatory violations, and financial misconduct, undermining investor trust and company stability.	Negative
13	Anti-Competitive /corruption behavior	Risk	Engaging in anti-competitive practices or corruption behaviors, such as price-fixing or bribery, exposes companies to legal penalties, regulatory sanctions, and reputational damage, eroding market competitiveness and stakeholder trust.	Negative
14	Whistle blower initiative	Risk	Inadequate whistleblower protection or response mechanisms can result in underreporting of unethical or illegal activities, allowing misconduct to persist unchecked, leading to legal liabilities, regulatory investigations, and reputational harm.	Negative

Note: These topics represent highest priority identified risks or opportunities of the Company. Other topics have also been outlined in Company's comprehensive materiality matrix.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The Company has established structures, policies, and processes that adhere to the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements. These principles include:

S. No.	Principle Description
1.	Business should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.
2.	Business should provide goods and services in a manner that is sustainable and safe.
3.	Business should respect and promote the well-being of all employees, including those in their value chains.
4.	Businesses should respect the interests of and be responsive to all its stakeholders.
5.	Business should respect and promote human rights.
6.	Business should respect and make efforts to protect and restore the environment.
7.	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
8.	Business should promote inclusive growth and equitable development.
9.	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/Policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes, all company policies are approved either by the Board or by Board Committees or by personnel delegated by Board of Directors, depending on nature of the policy.								
<b>c. Web Link of the Policies, if available</b>	<a href="https://www.venuspipes.com/investors/policies">https://www.venuspipes.com/investors/policies</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes, the Company has translated its policies into procedures and implemented them across different levels of its operation through committees and or personnel within the Company made responsible to ensure effective implementation of concerned Policy(ies) and Procedure(s).								
<b>3. Do the enlisted Policies extend to your value chain partners? (Yes/No)</b>	Yes, the Company has integrated transparent business practices as one of its core values, which are also communicates to its value chain partners such as suppliers and logistics service providers to the extent necessary.								
<b>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.</b>	<p>Venus adopts and complies with principles of the National Guidelines for Responsible Business Conduct (NGRBC's) and another international standard as applicable and relevant. Some of their certificates and achievements are mentioned herein:</p> <ul style="list-style-type: none"> <li>▪ ISO 14001:2015 (Environmental Management System)</li> <li>▪ ISO 45001:2018 (Occupational Health and Safety Management System).</li> <li>▪ ISO 9001:2015 (Quality Management)</li> <li>▪ Quality Assurance system for material manufacturer according to Pressure Equipment Directive.</li> <li>▪ BIS Product Certification (License No: 7900113011) as per IS 17875:2022(Indian Standard for stainless Steel seamless pipes and tubes for general service)</li> <li>▪ IBR (Indian Boiler Regulation) Regulation (1950) approval and authorization for manufacturing of Carbon Steel, Alloy Steel, Stainless Steel, Welded &amp; Seamless Pipes/tubes.</li> </ul> <p>The Company has engaged external certification body for obtaining the above-mentioned certifications.</p>								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	Yes, the Company have set specific commitments across environmental, social, and governance (ESG) domains, each with defined objectives and timelines to ensure accountability and progress tracking. ESG commitments are deeply integrated into the company's core values and day-to-day operations.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>In terms of environmental sustainability, we are committed to pollution control and abatement. This involves identifying pollution risks stemming from our activities and implementing efficient measures for their reduction. We prioritize circularity by focusing on waste reduction and recycling initiatives. Resource conservation is also a key aspect, with a commitment to using natural resources sustainably to minimize environmental impact and environmental footprint of the product.</p> <p>On the social front, we emphasize creating a safe work environment, aligning with its "Zero Harm Vision" that extends to life, environment, and property. Furthermore, there is a dedication to continuous improvement, aiming to enhance product quality and working conditions for employees. We actively engage in Corporate Social Responsibility (CSR) initiatives to contribute positively to the communities in which it operates.</p> <p>In governance, we place high priority on legal compliance, committing to operate in adherence to regulatory requirements set by State and Central authorities. Our focus is on establishing a robust governance structure to ensure ethical and transparent business operations across all geographies where we are operating.</p>								
<b>6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.</b>	Collective efforts are underway by the Company and its stakeholders to adopt all ESG commitments with desired efficacy. Specific ESG targets are currently under development and will be disclosed in due course, along with timeline.								
<b>Governance, leadership, and oversight</b>									
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, target, and achievements.</b>	<p>We at Venus, ensure the state-of-the-art products for our customers with various production lines including pilgers, tube-mills with plasma welders, draw benches, annealing furnaces, and many more ancillary machineries. Superior quality and production are achieved by implementing benchmark technologies in manufacturing processes and setting up fully equipped in-house quality control lab conferring to international standards.</p> <p>At Venus, we recognize the importance of integrating sustainability into every aspect of our operations. We have made significant progress in reducing our carbon emissions, waste, and water footprint, and we continue to invest in innovative solutions that drive sustainable growth. Our ESG strategy is built on three pillars: e.g., environmental stewardship, social responsibility, and governance. We are dedicated to continuously improving our performance and transparency, and we are committed to achieving our ambitious targets. The Corporation's focus on ESG parameters is best reflected through core values that are imbibed in all spheres of activity of the Corporation. We believe in leading by example and delivering solutions in the form of leading, sustainable, and trustworthy products in our field, thus building a stronger brand.</p> <p>I want to thank our employees, customers, suppliers, and partners for their support and collaboration in our sustainability journey. Together, we can create a better future for all."</p>								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/Policies</b>	<p>Name: Mr. Dhruv Mahendrakumar Patel</p> <p>Designation: Director</p> <p>DIN:07098080</p>								
<b>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.</b>	<p>Yes, the Board of Venus has constituted various Board committee, which are responsible for and have a remit over key sustainability related policies of Venus, as below:</p> <p><b>CSR committee:</b> CSR committee of the board governs and reviews the Corporate Social Responsibility and Suitability activities of the company. The CSR Committee has assigned for the task of implementation of the CSR Plan within specified budgets and timeframes. The CSR&amp;S Committee also receives regular update on the performance of the Company against such Annual Business plan.</p> <p><b>Complaint committee:</b> The company has constituted a Complaints Committee for redressal of sexual harassment complaint (made by the victim) and for ensuring time bound treatment of such complaints. The assign Committee is responsible for investigating every formal written complaint of sexual harassment and taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment.</p>								

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
	<p><b>Audit committee:</b> The Board has constituted the Audit committee to evaluate the internal financial controls and risk management systems of the company and assist the Board in fulfilling its oversight responsibilities regarding management of element wise key risks, including strategic financial risk, operational risk, sectoral, cashflow risk, inventory management, customer credit related risks. The committee ensures that appropriate methodology, risk management technique is followed, and actions deployed by the management in respect of identifications impact assessment and mitigation controls to achieve company's business objectives.</p> <p><b>Safety committee:</b> This committee of Board oversees the policies procedure related to environment, health, safety related performance and initiatives of the Company and their implementation across the entity. To keep transparent safety culture, all employees, workers are encouraged to participate and discuss safety related issue in safety committee.</p>								

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other– please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above Policies and follow up action	The performance of the Company is periodically reviewed by the Board, Board Committees, and others responsible. Any deviations noticed are promptly addressed.									Ongoing (Periodically and/or Need basis)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has dedicated resources for regulatory compliance and a robust procedure for identifying and rectifying any non-compliances. Regular updates on compliance status are communicated to the Board, Board Committees and others concerned.									Ongoing Basis								
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its Policies by an external agency? (Yes/No). If yes, provide the name of the agency.</b>									P	P	P	P	P	P	P	P	P	
									1	2	3	4	5	6	7	8	9	
									The organization is certified under ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standard by external independent agency. The policies as developed and implemented by the Company are periodically assessed by the independent external agency (from Bureau Veritas) during above-mentioned certified audits.									

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

Disclosure 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

### I. 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)	The members of the Boards and KMPs went through mandatory training and specialized training programmes as per their roles and responsibilities in the Company. These training are ongoing and conducted throughout the year.	The members of the Boards and KMPs went through mandatory training and specialized training programmes as per their roles and responsibilities in the Company. These training are ongoing and conducted throughout the year.	100
Key Managerial Personnel			
Employees other than BoD and KMPs	Multiple trainings were conducted through out the financial year, as per their requirement.  This training includes technical training, behavioral training and other soft skill trainings.	The company conducted skill development programmes, and trainings on HR aspects and health & safety for its workforce. Following skill development and training programmes were organized in FY 24. <ul style="list-style-type: none"> <li>▪ Training on Communication skill, and time management</li> <li>▪ Aspect impact analysis, Waste management</li> <li>▪ First aid training</li> <li>▪ Fire safety training</li> <li>▪ Handling of hazardous chemicals</li> </ul>	100

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

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount ((₹ in Million)	Brief of the Case	Has an appeal been preferred? (Yes/No)

Penalty/Fine	Nil	-	-	-	-
Fine	Nil	-	-	-	-
Settlement	Nil	-	-	-	-
Compounding fee	Nil	-	-	-	-
<b>Non-Monetary</b>					
Imprisonment	Nil	-	-	-	-
Punishment	Nil	-	-	-	-

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
NA	-

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

The Company has identified that robust anti-corruption and anti-bribery measures are essential to uphold ethical standards, compliance of laws and regulations, and build trust amongst stakeholders. The Company has an anti-corruption and anti-bribery policy and procedure that applies to all its employees and business associates. The Company has adopted 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents or any other person associated with the Company and such person acting on behalf of the Company.

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

Category	FY 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees and Workers	NIL	NIL

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

Nil

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

Nil

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

Particular	FY 2023-24 Current Financial Year	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	100.73	52.24

**9. 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	The information on concentration of purchases and sales are business sensitive data in nature. However, Venus as a company keeps track of all the mentioned parameters on concentration of purchases and sales.	
	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 whom sales are made		
	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)	Nil	0.19%
	b. Sales (Sales to related parties / Total Sales)		0.32%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)		Nil
	d. Investments (Investments in related parties / Total Investments made)		Nil

### Leadership Indicators

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

Venus has conducted training program for value chain partners, including suppliers, distributors, and other business partners, essential for ensuring quality of raw materials, compliance as per applicable regulatory regime, and efficiency throughout value chain of the Company. The Company conducted capacity building workshops and training program for its value chain partners to educate and create awareness on ESG issues that are material to its business operation viz. human rights, labor welfare, occupational health & safety and regulatory compliance. The Company also conducted training program for its value chain partners on three important ESG aspects namely Sustainable Supply chain and Responsible Sourcing, Occupational Health and Safety and ESG policies.

**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.**

The Board of Directors of the Company confirm compliance of Code of Conduct wherein affirmation is also obtained to avoid conducting the Company's business with a relative, or with a business in which a relative of a Director is associated in any significant role.

**II. 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 (to be updated the table below)**

Aspects	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D		The company	The Company has set established an Acid regeneration plant for its operation. <ul style="list-style-type: none"> <li>It is a process of restoring used or spent acid to its original strength and</li> </ul>



Aspects	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
Capex	<b>INR 2.96 Cr.</b>	did not capture expenditure relating to R&D	<ul style="list-style-type: none"> <li>purity.</li> <li>This regenerating technology reduces the use of fresh acid into the industry process.</li> </ul>

**2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

The Company recognize sustainable sourcing as one of the vital aspects to showcase its commitment towards sustainability. The Company continuously strives for procuring materials in sustainable manner by ensuring minimum harm to the environment. The below mentioned criterion are being mandatorily fulfilled during raw material procurement:

- Environment Health and Safety (EHS) (Evaluation criteria such as availability of EHS policy and measurement,
- emergency preparedness process, control measure on noise, process of hazardous waste disposal).
- Human right (training records, availability of PF and ESIC for employees)
- Financial aspect (Financial Balance sheet, Profit & loss statement)

All new supply chain partners are mandatorily evaluated on environment, health & safety and sustainability parameters before onboarding. In addition to this, the Company ensures that majority of its suppliers have got one of the international or domestic accreditation/ certification, e.g. ISO certification etc. The Company engaged with the suppliers to align them with the Company's vision and aspirations on sustainable policy and goals.

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

The company manufactures stainless tubes and pipes for its customers, and after that the whole liability of the product lies with the customer and product owner. Therefore, the Company has no opportunity to reclaim its products at end of life.

**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 has registered itself as "Brand Owner" in the EPR portal. However, as per the latest notification from CPCB micro and small enterprises (registered as Brand Owner) are exempted from fulfilling of EPR requirement.

## Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

The Company has not conducted life cycle assessment for its product yet.

**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.**

NA



**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).**

In FY 23-24, the Company has reused 10247 KL of treated wastewater in gardening within its premises and in manufacturing operation.

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

NA

**5. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of:**

NA

III. 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	Total (A)	% of employees covered by								Day Care facilities	
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits			
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)		
<b>Permanent employees</b>											
Male	356	356	100%	356	100%	NA	NA	356	100%	The Company provides basic health care facilities.	
Female	18	18	100%	18	100%	18	100%	NA	NA		
<b>Total</b>	<b>374</b>	<b>374</b>	<b>100%</b>	<b>374</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>356</b>	<b>100%</b>		

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

Category	Total (A)	% of workers covered by								Day Care facilities	
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits			
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)		
<b>Permanent workers</b>											
Male	263	263	100%	263	100%	NA	NA	263	100%	All manufacturing facilities of the company have basic health care facilities.	
Female	0	0	NA	0	NA	NA	NA	NA	NA		
<b>Total</b>	<b>263</b>	<b>263</b>	<b>100%</b>	<b>263</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>263</b>	<b>100%</b>		

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

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.3 – 0.4 %	0.3 – 0.4 %

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

The Company provides retirement benefits to its workers and employees as following:

- Workers and employees are enrolled under employees’ provident fund scheme as per The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.
- Company provides gratuity benefits to its employees and workers as per the provision of the Payment of the Gratuity Act, 1972.

Table below provide details of some of those benefits provided.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority(Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Employee Provident Fund (PF)	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	NA	NA
Employees’ State Insurance (ESI)	NA	NA	NA	NA	NA	NA
WC Policy	100	100	Y	100	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.**

Diversity and inclusion are foundational principles, and the Company acknowledges unique skills and talents of differently abled people and promotes positive and empowering perspectives in this regard, the Company has adopted various steps to comply requirements as stated in Rights of Persons with Disability Act, 2016 (RPwD Act). The office and manufacturing premises are accessible to differently abled people.

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

Yes, the Company believes in equal rights of all individuals regardless of race, color, national origin, religion, caste, gender, age, sexual orientation, gender identity or expression, marital status, medical condition, disability, or any other characteristics or status that is legally protected.

The Company is committed to eliminating all forms of unlawful discrimination, bullying and harassment of people with disabilities. Company has a provision on its recruitment process to include employees and workers within its business operation and also has a carrier development program as well.

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

The Company provide maternity and paternity leave to its employees. The return to work rate after such leave is 100 percent for FY 2023-24.

**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:**

Company is committed to provide transparent and safe workplace. The company has developed a ‘Grievance Redressal Policy’ and implemented procedures for receiving and redressing grievances of its workforce. The Company ensures that post receiving of any grievance, proper investigation must happen, and implement a time-bound action plan as necessary. To ensure efficiency of the grievance redressal mechanism, authorized person from the company contact concerned internal stakeholders to verify the outcome and record feedback post resolving the grievance. The company imparts trainings to its workforce on grievance redressal procedure during induction training and through periodic internal training program.

Particulars	(If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a whistle blower policy to give its employees and workers a way to voice their concerns within the workplace. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by an audit committee and in compliance with the Organization’s other policies.
Other than Permanent Workers	This comprises employee concerns about a supervisor’s, another employees, or Management’s behavior, inaction, or proposed action in relation to them. According to the policy’s grievance redress system, the first step in resolving any problem is to communicate openly. An employee should seek informal resolution of any concern with his or her immediate supervisor first. If such informal dialogue fails to resolve the issue, and the employee believes his or her complaint has progressed to the level of a grievance, the employee may file a formal grievance as stated in this policy in order to seek a fair resolution.
Permanent Employees	
Other than Permanent Employees	

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

NA

**8. Details of training given to employees and workers:**

**Employees:**

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	356	356	100	325	91	237	237	100	230	97
Female	18	18	100	15	83	8	8	100	6	75
<b>Total</b>	<b>374</b>	<b>374</b>	<b>100</b>	<b>340</b>	<b>91</b>	<b>245</b>	<b>245</b>	<b>100</b>	<b>236</b>	<b>96</b>

**Workers:**

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	263	263	100	250	95	83	83	100	80	96
Female	0	0	-	0	-	0	0	-	0	-
<b>Total</b>	<b>263</b>	<b>263</b>	<b>100</b>	<b>250</b>	<b>95</b>	<b>83</b>	<b>83</b>	<b>100</b>	<b>80</b>	<b>96</b>

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

**Employees:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	356	356	100%	237	237	100%
Female	18	18	100%	8	8	100%
<b>Total</b>	<b>374</b>	<b>374</b>	<b>100%</b>	<b>245</b>	<b>245</b>	<b>100%</b>

**Workers:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	263	263	100%	83	83	100%
Female	0	0	100%	0	0	100%
<b>Total</b>	<b>263</b>	<b>263</b>	<b>100%</b>	<b>83</b>	<b>83</b>	<b>100%</b>

**10. Health and safety management system:**

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

Yes, the company has adopted Occupational health and safety management systems (ISO 45001:2018) to improve workplace safety, managerial oversight, and development of productivity. In this regard, the Company has developed standard operation procedure, work instruction, strong due diligence monitoring system to ensure utmost safety for workers, staffs and compliance with all legal requirements.

Further, to ensure best business practices and customer satisfaction, Venus has aligned its business operation with IMS (Integrated Management System) policy and has adopted all applicable international codes and standards (environment, health and governance) to maintain best industrial practices.

The company has implemented an integrated quality, environmental and health and safety management system for its manufacturing facility in India which are in line with ISO 9001:2015 (Quality Management System), ISO 14001:2015 (environmental management system), ISO 45001:2018 (Occupational health and safety management system). Details of these integrated management systems are furnished in the Table below:

Manufacturing Unit/Corporate office	Availability of ISO Certification	Scope of the certificate	Validity	Certified body
VENUS PIPES & TUBES LIMITED	Yes- (ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018)	Manufacturing and supply of stainless steel seamless pipes and Welded tubes, pipes and "U" tubes.	15 July 2025	Bureau Veritas

**Standard operating procedure on health and safety**

Based on its operation the company has developed and implemented different standard operating procedures on different aspects, considering safe working practice, environmental aspect, quality of product and service at manufacturing site, corporate office. Some of the procedures are:

- Emergency Preparedness and Response procedure related to EMS and OHSMS
- Procedure for accident, incident reporting investigation
- Procedure For Hazard Identification, Risk Assessment and Risk Control
- Procedure of operational control
- Procedure for environmental aspect.
- Procedure For Identifying and Assessing Legal and Other Requirements

All those standard operating procedures have also been developed and implemented by the Company to achieve zero fatality rate, incident rate and maintain zero harm safety at workplace.

Safety Core Value	Safety Aim
Good health and safety is essential for business continuity	No accident
Safety is the core responsibility for everyone in the Company	No fatality
Safe working condition is the base of Company's work culture	No injury

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

- Hazards identification and risk assessment (HIRA) is carried out by the company for their construction or operation phases. The Company conducts periodic review on HIRA to ensure additional safeguard to its employees.
- Venus has developed weekly "Gemba walk" mechanism to gather information by interacting with workers. This information is assessed to identify and mitigate the occupational hazards and risks arising from its operation.
- Brainstorming process has been followed during assessment of activity related hazards such as machine, operation, or any instrument etc.
- Internal/external assessment and regular inspection on work hygiene are carried out for toxic gas level and levels of other Hazards such as noise, vibration, temperature, and illumination etc., to keep the levels within safe limits.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.**

Yes, the company has established communication channels for reporting work-related hazards. To ensure transparent safety culture all the employees, and workers are encouraged to participate and discuss safety related issues in periodic safety committee and management review meetings at manufacturing facility. Work force can intimate any unsafe practice or hazardous condition to:

- EHS personnel at company's manufacturing facility.
- Head of the respective departments.
- Plant Head.

Joint inspections(Gemba walk) by top management/departmental head/EHS representative and employees on the shop floor are also carried out at regular intervals, and respective corrective action are undertaken to mitigate those identified risk. To keep transparent safety culture, all employees, workers are encouraged to participate and discuss safety related issue in periodic safety committee and management review meeting. The company are carried out awareness programme and perform mock drill on different emergency scenario to rescue workers from such hazardous area or risk.

**d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes, the Company has identified that employee medical check-ups are essential for promoting a healthy and safe work environment, ensuring regulatory compliance, and supporting well-being and productivity of employees. The Company has in place special group Medclaim policy for employes and workers. Further as per assigned job description, pre and post-employment health checkups are carried out through reputed medical entities. Venus comprehensive approach to employee health and well-being underscores its commitment to creating a safe and healthy workplace environment. All personnel are well aware and trained to respond appropriately during onsite medical emergencies.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.4	00
	Workers	2.9	00
Total recordable work-related injuries	Employees	11	00
	Workers	22	04
No. of fatalities	Employees	00	00
	Workers	00	00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	00	00
	Workers	00	00

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

Company's value-based system drives its safety culture, with risk-based thinking being reinforced in recent years at manufacturing facility and corporate offices. Safety at workplace is ensured with the help of various elements of Safety Management System which consists of safety procedure, HIRA awareness, fire safety, first aid training, personnel safety using provide PPEs etc. To maintain safe and healthy workplace, following measure are taken up by the company, such as:

- A hierarchy of controls is followed for application of risk control measures.
- The Company treats its human-capital as one of the valuable resources. Therefore, we are taking care of the industrial and workplace hygiene related aspects with utmost importance. Further, the company conducts risk based medical check-up of its employees and workers.
- Developed PPE matrix and provide PPEs -based on activity specific hazardous area/work.
- Safety Committees are in place to review the adequacy of resources for safety.
- Periodic internal safety assessment, Gemba Walk are performed to review effectiveness of implemented safety management system.

**13. Number of complaints on the following made by employees and workers.**

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	00	Installation of high volume low speed fan	1	00	Improvement of PPE quality
Health & Safety	00	00	Not applicable	00	00	Not applicable

**14. Assessments for the year**

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

**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.**

All safety incidents, accidents and observations and near-misses are investigated, and risk mitigation is done through company's implemented incident classification, reporting & investigation procedure. This investigation is carried out by (3 leg \* 5 Why)" WHY-WHY"/Fishbone method.

This process is also supported by HSE team, top management & production head. All Opportunities for Improvement identified during internal and external assessments are captured and addressed in documented process.

Corrective actions and its horizontal deployment are a continuous process in the company, where all safety incidents are recorded, investigated and actions are communicated and implemented across the organization.

## Leadership Indicators

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

Yes, the company has implemented Workman Compensation Policy for any unfortunate event of the death of an employee. Further, the company has put group Medclaim policy for employees. Company's comprehensive approach to employee/workers health and well-being underscores its commitment to creating a safe and healthy workplace environment.

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

Venus value chain partners are responsible for adhering to applicable regulations and consequently for deduction and deposit of statutory dues thereunder. As an additional control, the company conduct ESG assessment of value chain partners to identify deviations including whether value chain partners have deducted and deposited statutory dues timely.

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

Nil

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

No, the company does not provide any transitional assistance programme.

- 5. Details on assessment of value chain partners**

Before engaging with value chain partners, the company proactively makes them aware of company's expectations/ requirements and seeks commitment for compliance through contractual agreements. Company has developed standard operating procedure for purchase, where supplier evaluation are carried out based on various criteria such as quality of service, ehs(environment, health and safety) & human rights, delivery service etc. To ensure all contractors are well advance in company's implemented Health, Safety & Environmental standards, procedures, legal obligation -training and periodic assessment program are carried out. If any gaps are identified, the company supports to develop and implement corrective action towards its impact minimization. All are evaluated based on defined timeframe.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% (including internal and external audit)
Working Conditions	100% (including internal and external audit)

**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.**

There is no significant observation or deviation identified during supplier evaluation and verification process, hence correction action is not initiated. However, company has developed procedure for corrective action. During assessment of supplier, if any significant risks or concerns will arise, recommendation shall be provided based on process for corrective action.

**IV. 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.**

Venus believe that stakeholders are playing diverse and interconnected roles in success and sustainability of businesses and therefore engaged with stakeholders through effective communication to understand their interests and concerns and addressing their needs. This led to long-term value creation, competitive advantage, and positive impact on society and the environment. The Company identified its stakeholders through a thorough mapping process. The Company engaged with broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop business strategies. The company has categorized key stakeholders based on the following attributes:

- Dependency: Either stakeholders are directly dependent on company’s activity or Venus’s business operations get influenced directly by the stakeholders. This category includes all the internal stakeholders.
- Responsibility: If the company has legal, commercial, operational and ethical responsibilities on stakeholders.
- Other: External stakeholders such as NGOs, news and media.

Venus has developed a defined set of processes for interacting and engaging with each set of stakeholders on periodic basis.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> <li>▪ Public disclosures on financial performance such as Annual/ Quarterly financial results and earning calls.</li> <li>▪ Press Release.</li> <li>▪ Investor Presentation.</li> <li>▪ Investor conference.</li> </ul>	Quarterly/Annually /Need-Based	<ul style="list-style-type: none"> <li>▪ Clear and effective communication on business environment and business-related issues.</li> <li>▪ Corporate governance</li> <li>▪ Regulatory compliances</li> <li>▪ Company Business plan, sustainability</li> <li>▪ Addressing queries raised of investors.</li> </ul>
Government and regulatory authorities	No	<ul style="list-style-type: none"> <li>▪ Mandatory regulatory filings.</li> <li>▪ Periodical submission of business performance.</li> <li>▪ Written communications.</li> <li>▪ In-person meetings.</li> </ul>	Need-Based	<ul style="list-style-type: none"> <li>▪ Compliance with rules and regulations</li> <li>▪ Submission of transparent disclosures i.e., different forms and formats as per the applicable statute.</li> <li>▪ Corporate governance and corporate social responsibilities (CSR).</li> <li>▪ Revenue and Tax.</li> </ul>
Suppliers/ vendors/ third-party Manufacturers	No	<ul style="list-style-type: none"> <li>▪ Vendor meets.</li> <li>▪ Email or Telephone</li> <li>▪ Training and engagement events</li> <li>▪ Surveys</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Fair, sustainable, and ethical procurement &amp; engagement practices</li> <li>▪ Pricing and favorable terms of payment</li> <li>▪ Timely clearance of</li> </ul>



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
				<ul style="list-style-type: none"> <li>invoices.</li> <li>▪ Quality and quantity of raw materials.</li> <li>▪ Knowledge and infrastructural upgradation.</li> <li>▪ Environmental and labor compliances.</li> </ul>
Communities	No	<ul style="list-style-type: none"> <li>▪ In-person meetings</li> <li>▪ Engagement through NGOs</li> <li>▪ Corporate social responsibility initiatives</li> <li>▪ Engagement through NGOs</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Community development programmes such as schools</li> <li>▪ through CSR initiatives</li> <li>▪ Skill development and livelihood support program.</li> <li>▪ Celebration of events that are important in local and Indian context.</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>▪ In-person meetings</li> <li>▪ Emails</li> <li>▪ Collation and analysis of</li> <li>▪ Customer feedback</li> <li>▪ Engagement through website,</li> <li>▪ Social media</li> <li>▪ Brand campaigns</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ Clear communication on the product quality, price, usage, returning etc.</li> <li>▪ Regular communication on the ordering and invoice.</li> <li>▪ Customer awareness program.</li> <li>▪ Client site operation management support.</li> <li>▪ Consistent quality at competitive prices</li> <li>▪ New and innovative products, as per latest market requirements</li> <li>▪ Easy access to products and services</li> <li>▪ Protection of the sensitive information.</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>▪ Group interaction meetings,</li> <li>▪ Employee engagement surveys</li> <li>▪ Training and development workshops</li> <li>▪ Performance appraisals</li> <li>▪ Written communications</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>▪ To understand employee needs and opinions</li> <li>▪ Training and development</li> <li>▪ Diverse, open, non-discriminatory, and safe</li> <li>▪ Working environment</li> <li>▪ Career progression and growth management</li> <li>▪ Appraisal.</li> <li>▪ Competitive rewards and remuneration</li> <li>▪ Health and safety</li> <li>▪ Performance evaluation and recognition</li> </ul>

## 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 feedback from such consultations is provided to the Board.**

The Board of Directors (BOD) through its various committees obtains feedback from internal and external stakeholders. These committees capture stakeholder's concern through continuous and proactive engagement

on various issues relating to economic, financial performance, environment, social and governance. This enables Venus to keep a constant pulse on the needs and concerns of company stakeholders.

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

Yes, Venus’s consultation with different stakeholders such as employees, suppliers, customers, service providers and local communities are used in identification and management of ESG topics that are materials to its business operation. Maintaining a seamless balance between business, sustainability, and growth has always been a priority at Venus. Inputs from stakeholder engagement exercise are used in formulation of ESG policies, and strategies.

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

There are no vulnerable or marginalized stakeholders are pertinent to Company business. The Company has taken several CSR initiatives through “Corporate Social Responsibility Committee”.

V. Principle 5: Businesses should respect and promote human rights.

**Essential Indicators**

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	374	374	100	245	245	100
Other than permanent	0	0	-	0	0	-
Total	374	374	100	245	245	100

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Workers</b>						
Permanent	263	263	100	83	83	100
Other than permanent	0	0	-	0	0	-
Total	263	263	100	83	83	100

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

Category	FY 2023-24	FY 2022-23
----------	------------	------------

	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	374	Nil	Nil	374	100	245	51	21	194	79
Other than permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	374	Nil	Nil	374	100	245	51	21	194	79

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
Permanent	263	Nil	Nil	263	100	83	21	25	62	75
Other than permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	263	Nil	Nil	263	100	83	21	25	62	75

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in millions)	Number	Median remuneration/ salary/ wages of respective category (in millions)
Board of Directors (BoD)	7	2.56	1	0.34
Key Managerial Personnel	2	2.76	-	-
Employees other than BoD and KMP	683	0.21	15	0.13
Workers	543	0.18	-	-

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

Particular	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	4%	5%

**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)**

HR team of Venus is responsible for addressing human rights related issues within its business operation. The company continues to comply with all statutory requirements under this ambit. No issues or violations on human rights were raised during FY 2023-24.

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

Venus’s commitment to respect and promote human rights is not only a moral imperative but also a key aspect of its corporate responsibility and sustainable business practices. The company has set moral obligation to respect and uphold human rights in its operations and throughout supply chains. The company ensures highest level of commitment for protection of human rights related aspects such as harassment free environment, safe and healthy workplace. Grievance, if any, raised by the internal and external stakeholders are resolved through grievance redressal process and company maintains a register on the same.

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

Category	FY 2023-24			FY 2021-22		
	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	NIL	NIL	NA	NIL	NIL	NA
Discrimination at workplace	NIL	NIL		NIL	NIL	
Child Labour	NIL	NIL		NIL	NIL	
Forced Labour/Involuntary Labour	NIL	NIL		NIL	NIL	
Wages	23	NIL		12	NIL	
Other human rights related issues	NIL	NIL		NIL	NIL	

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

*Company has constituted site specific Internal Complaints Committee (ICC) .*

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

Venus has adopted ‘zero tolerance’ Policy to deal cases of discrimination and harassment. Concerns with regard thereto are dealt confidentially and firmly. Any form of retaliation against anyone reporting good faith concerns is not tolerated. Anyone involved in targeting such a person raising such complaints is prone to disciplinary action. These steps are in addition to vigil mechanism and Whistle-blower Policy, and Prevention of Sexual Harassment Policy put in place by the Company.

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

The suppliers of Venus are mandated to comply with internationally recognized human right standards. The Company has implemented a procedure on ESG integration across supply chain. The company is also adhering to internally recognized standards and frameworks on human rights which are extended across its supply chain on need basis.

## 10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100% of Company's manufacturing facilities are assessed internally and through statutory bodies (such as Labor Department, Directorate of Industrial Safety and Health etc.) from time to time on these aspects.
Forced/Involuntary Labor	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others—please specify	

## 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

## Leadership Indicators

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

Human rights are protected and upheld in Venus's core value of "respecting respects the rights and dignity of all people". Venus has implemented relevant in-house policies and procedures to reinforce human rights, resulting in an impeccable track record of never facing any human rights grievances or complaint.

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

HR department of the Company conducts regular inspection on human rights related issues. Further, the company also scrutinizes the performance of service providers on continuous basis to identify any issues pertaining to human rights violation.

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

Yes, facility and office buildings are access friendly to differently abled person as per the applicable statutory provisions of India and industry best practices.

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

**Essential Indicators**

**1. Details of total energy consumption in Giga Joules (GJ) and energy intensity:**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A)	Giga Joule (GJ)	-	-
Total fuel consumption (B)	-	-	-
Energy consumption through other sources (C)	-	-	-
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>		-	-
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Giga Joule (GJ)	29988	8086.06
Total fuel consumption (E)-LPG	Giga Joule (GJ)	46013	442.73
Energy consumption through other sources (F)-Diesel	Giga Joule (GJ)	127	1058
<b>Total energy consumed from non-renewable source (D+E+F) (GJ)</b>	Giga Joule (GJ)	76128	9586
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	Giga Joule (GJ)	76128	9586
<b>Energy intensity per crore rupees of turnover</b> (Total energy consumed / Revenue from operations)	GJ/INR cr turnover	95	17.36
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>1</sup></b> (Total energy consumed / Revenue from operations adjusted for PPP)		4.23	0.77

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Not applicable.

**3. Provide details of the following disclosures related to Water.**

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water (KL)	12405	12421
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)</b>	12405	12421
<b>Total volume of water consumption (In kiloliters)</b>	12405	12421
<b>Water intensity per crore rupee of turnover</b> (Total water consumption/ Revenue from operations)	15.47	22.48
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.69	1

No independent assessment/ evaluation/assurance has been carried out by an external agency.

<sup>1</sup> A PPP value of 22.4 is considered for India (as available in Public domain for the year 2022); Source: <https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm> [Energy intensity per rupee of turnover / PPP]

\* Aforesaid details are for manufacturing facility of the Company located in India.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	NA	2082
- No treatment	NA	-
- With treatment – Treated by ETP (capacity 110 KLD)	NA	2082
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	10247	2082
- No treatment	-	-
- With treatment – With treatment – Domestic waste water was treated through sewerage treatment plant (STP) – capacity 150 KLD	4150	-
- With treatment – With treatment – Effluent Water Treatment has been done at ETP by Adding Chemicals and reused in the Manufacturing Process	6097	-
<b>Total water discharged (in kilolitres)</b>	10247	2082

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

To achieve Zero Liquid discharge, company has established integrated and robust water management system. In line with company's commitment towards water risk mitigation, ETP system have been upgraded by including additional advanced technology like RO & MEE. Apart from that, ARP (Acid Regeneration Plant) system is going to incorporate for minimizing water pollution and protection of environmental degradation. The company is using its treated water in gardening and sprinkling 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	µg/m <sup>3</sup>	26.67	33.3
SOx	µg/m <sup>3</sup>	15.53	21.3
Particulate matter (PM 10)	µg/m <sup>3</sup>	76.54	60.6
(Particulate matter) PM 2.5	µg/m <sup>3</sup>	26.59	NA
Persistent organic pollutants (POP)	µg/m <sup>3</sup>	NA	NA
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	NA	NA
Hazardous air pollutants (HAP)	µg/m <sup>3</sup>	NA	NA

Parameter	Please specify unit	FY 2023-24	FY 2022-23
HCL	mg/Nm <sup>3</sup>	1.975	10
Acid mist	mg/Nm <sup>3</sup>	3.375	22.3

Details in Table above denotes average results of manufacturing facility of the Company located in India. The Company has enlisted external monitoring agencies accredited by the National Accreditation Board for Testing and Calibration Laboratories (NABL) for conducting ambient air quality and emission monitoring to ensure compliance with applicable law and permissible norms.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions	Ton	2920	106.84
Total Scope 2 emissions	Ton	5946.28	1608.14
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e/INR CR of revenue	11.04	3.10
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.49	0.14

No independent assessment/ evaluation/assurance of greenhouse emissions has been carried out by any external agency.

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

Yes, the Company has established a 1.3 MW capacity of solar power plant to reduce the scope 2 green house gas emission due to its manufacturing operation.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	-	-
E-waste (B)	0.068 MT	0.061MT
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)	66.38 MT	79.74 MT
Other Non-hazardous waste generated - Municipal solid waste such as wood waste, kitchen waste (H).	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	66.44 MT	79.80 MT
<b>Waste intensity per crore rupee of turnover</b> (Total waste generated / Revenue from operations)	0.082	0.14
<b>Waste intensity per rupee of turnover adjusted for purchasing power parity (PPP)</b> (Total waste generated /revenue from operation adjusted for PPP)	.0036	0.0062
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in Metric Tons)</b>		
<b>Category of waste</b>		
(i) Recycled (Plastic waste)	Nil	Nil
(ii) Re-used (scrap wood)	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	Nil	Nil
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	47.26 MT	-



Parameter	FY 2023-24	FY 2022-23
(ii) Landfilling	19.12 MT	79.74 MT
(iii) Other disposal operations (incineration, landfilling and other waste disposal method)	<b>0.068</b>	<b>0.061</b>
Total	<b>66.44 MT</b>	<b>79.80</b>

No independent assessment/ evaluation/ assurance of waste generation data has been carried out by any external agency.

\* Based on the annual production quantity (MT)

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

The company strategically putting its effort to reduce use of hazardous and toxic chemicals based on Risk mitigation hierarchy of elimination, reduction, and substitution from case to case. Venus's state of the art manufacturing technologies ensure efficient process operations and minimizing generation of waste. Company manages hazardous wastes generated from manufacturing operation in India as per provision of the "Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016", authorization obtained from the regulator and guidelines issued by the respective State Pollution Control Board's While following provisions of the above Rules, the company ensures that all category of waste streams is disposed of through authorized re-processors for recovery and reuse of valuable resources to the extent possible. Venus also imparts training to its employees and workers on waste minimization and waste handling.

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

No, as on the date of this report the Company does not have any manufacturing facility(ies) in India which is located 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 Weblink
NIL					

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

Yes, the company complies with applicable environmental regulations for its operations in India.

## Leadership Indicators

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

The Company's Manufacturing Facility in India is not situated in water stress 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:**

The company has undertaken following measures to improve its resource efficiency:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Zero Liquid Discharge (ZLD)	Venus has implemented following techniques to achieve ZLD within its manufacturing plant, such as: <ul style="list-style-type: none"> <li>i. Water recycling and reuse</li> <li>ii. Treatment of industrial wastewater through effluent treatment plant (ETP)</li> <li>iii. Treatment of domestic wastewater through sewerage treatment plant (STP)</li> <li>iv. Implemented closed loop system, where water all the wastewater will be recycle and reused within the plant.</li> </ul>	Venus is aiming to achieve ZLD through this initiative and reducing environmental impact.
2.	Installation of Acid regeneration plant	i. Waste acid coming from the pickling line is regenerated and then used to fill the demand for fresh acid. Furthermore, the majority of effluents from the pickling line can be eliminated, thus saving costs for the entire pickling process and minimizing the environmental impact.	Through this process the company will reduce 60 to 80 % pickling load at ETP and the same will recover and reuse for gardening, as a water conservation initiative.

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

Venus follows a well-defined Business Continuity Plan (BCP) that guides the Company's response to natural or humanmade calamities and disasters, which could disrupt or severely contain the Company's operations. The BCP program addresses all aspects of business continuity – governance, situation monitoring, risk assessment, mitigation planning & tracking, stakeholder communication, liaison with external entities, and scenario planning. The entity is committed to conduct its operations in a safe & secure manner. Part of this commitment is preparing to respond to crisis that may occur. A key objective is for emergency preparedness and response activities to be consistent throughout manufacturing operation and associated site activities. Hence, they have an emergency handling team & rescue plan, which consists of standard operating procedures in case of any electrical short circuit, collapse of building, natural disasters like cyclone, flood, earthquake, acid rain or release of toxic gas from nearby industry etc.

**VII. 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.**

Venus is affiliated with three (3) Trade and Industry Chambers.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	The Gandhidham Chamber of Commerce & Industry	State
3	EEPC (Engineering Export Promotion Council of India)	National

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

Not Applicable.

VIII. 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 Company has implemented CSR programme considering need and expectation of local communities. It has also address their requirement specifically on cost of living and quality of life(QoL). The Company has a local CSR associate in each of the communities to address their grievance.

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

Particular	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	The business operation of the company is such that majority of the key inputs/ raw material is required to be sourced from large suppliers, who are spread across India and overseas. It sources products, equipment and other services required as part of its operations from MSMEs/small producers and from suppliers within the same or neighboring districts.	
Directly from within India		

- 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.<sup>2</sup>**

Location	FY 2023-24	FY 2022-23 Previous Financial Year
Rural	Venus is committed to generate employment at local level and also from rural and semi urban areas.	
Semi-urban		
Urban		
Metropolitan		

Places has been 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.

<sup>2</sup> [https://www.rbi.org.in/scripts/bs\\_viewcontent.aspx?Id=2035#:~:text=Based%20on%20the%20size%20of,and%20less%20than%2010%20lakh](https://www.rbi.org.in/scripts/bs_viewcontent.aspx?Id=2035#:~:text=Based%20on%20the%20size%20of,and%20less%20than%2010%20lakh)

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

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Anand	9,000,000

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

Not Applicable

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

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:**

CSR initiatives delineated below are steadfastly pursued by the Company, aiming to uplift vulnerable and marginalized communities. Precise percentage of beneficiaries remains indeterminate, overarching objective remains unwavering.

Sr. No.	CSR Project	No. of Person benefited. from CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
1.	Distribution of food packet, rural development, women empowerment and environmental protection activities through Arya Foundation. Total CSR expense was INR 90,00,000	The CSR activity was done through a NGO namely Arya Foundation. The foundation provided the certificate to the company for its contribution towards rural development, women empowerment and environmental protection activities.	NA

IX. 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.**

Venus's customer-centric approach perceives customer complaints as opportunities to elevate standard of customer expectations, fostering value creation with each subsequent supply. Over the years, the Company has developed its complaint management process to remain responsive to shifting consumer expectations regarding complaint acknowledgment and resolution. The company has developed a customer care policy and also customer relationship management system to assist consumers with queries, feedback, or concerns/grievances they may have. Dedicated expert teams within the organization handle all complaints and feedback to ensure prompt responses and timely resolutions. Upon receipt, complaints are promptly investigated and resolved within a 15-day period, with updates communicated to the concerned customer. If the resolution time exceeds this period, the customer is promptly informed of the situation.

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

Particulars	As a percentage of total turnover
Environment and social parameters relevant to the products	NA
Safe and Responsible usage	NA
Recycling and/or safe disposal	NA

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

Particulars	Financial Year 2023-24 (Current Financial Year)		Remarks	FinancialYear2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

No product recalled on account of safety issues in FY 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.**

Yes, The company may collect use, store, disclose or otherwise process personal data. The company is committed to protect personal and business sensitive information of its employees, customers, service providers and suppliers. The company has installed Firewall protection system (Sophos 120 nodes) and it has made of access control restriction. Further, as per company's cyber security and data protection commitment, proactive measures have been placed to prevent potential data breaches and protection of bugs or fraudulent interference. All documents are kept in another system with robust password protection.

Additionally, The Company have a data backup system in every 2 hours. All business-related data is upload in the NaaS System & manually transferred in external hard disk on a daily basis.

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

Not applicable.

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

1. Number of instances of data breaches along-with impact – Nil
2. Percentage of data breaches involving personally identifiable information of customers – Nil
3. Impact, if any, of the data breaches – 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 Company has dedicated sections in its website where detailed information on products are provided. The website link is <https://www.venuspipes.com>. Additionally, the potential customers can also enquire for company products via "enquiry" facility provided on company website. Further, company has shared its product portfolio in the social media like Facebook, twitter, LinkedIn and YouTube.

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

The usage of products and its description is outlined in corporate brochure. The Company has 'product' section in its official website (<https://www.venuspipes.com/products/stainless-steel-welded-pipes/>) that gives full information on product specification, grades, application, and sustainable practices certified by third-party agencies. The Company also extends an opportunity to explain about its innovations, new technology and techniques that are implemented to enhance product quality and work methodology to its consumers.

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

The Company has put in place effective communication protocols, both formal and informal, to inform its bulk and industrial customers on risk of potential disruption related to supply. The sales teams, and supply chain management teams are maintaining in constant with their clients and the dealership network. The teams are pro-active and promptly inform to the customers and the dealership network if any disruption happened in supply. In case of any major disruption may occur. The Company also has the ability to use its website and social media to inform customers of any disruption.

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

Yes, the Company display product information on the product. The list of information of the product is shared below:

- Specification of the product (length, thickness etc.)
- Supply condition
- Grades

The company receives customer feedback, from its external stakeholders and interested parties such as channel partners, clients and tenders, supplier to measure customer satisfaction and arrive at a quantitative measure. Based on feedback and rating from the customer , action plan has taken and shared with management to develop future plans of the Company. In company's feedback form, list of parameters such as price competitiveness, delivery, product quality, documentation-timely receipt , customer relationship and complaint redressal have been considered.