

Date: September 01, 2025

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
---	--

Scrip Code: 543528

ISIN No: INE0JA001018

Symbol: VENUSPIPES

Subject: Business Responsibility and Sustainability Report for Financial Year 2024-2025

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 2024-2025 which also forms part of the Annual Report of the Company for the Financial Year 2024-2025.

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 2024-25**

Table of Contents

SECTION A: GENERAL DISCLOSURE	2
I. Details of the listed entity	2
II. Products/services	3
III. Operations	3
IV. Employees	4
V. Holding, Subsidiary and Associate Companies (including joint ventures)	5
VI. CSR Details	5
VII. Transparency and Disclosures Compliances	5
SECTION B: MANAGEMENT AND PROCESS DISCLOSURES	12
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE	19
I. Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	19
II. Principle 2: Businesses should provide goods and services in a manner that is Sustainable and Safe	22
III. Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	24
IV. Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	33
V. Principle 5: Businesses should respect and promote human rights.	37
VI. Principle 6: Businesses should respect and make efforts to protect and restore the environment	41
VII. Principle 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	49
VIII. Principle 8 Businesses should promote inclusive growth and equitable development.	49
IX. Principle 9 Businesses should engage with and provide value to their consumers in a responsible manner.	51

Business Responsibility and Sustainability Report

Venus Pipes and Tubes Limited (hereon 'the Company' or 'Venus') has a rich legacy in stainless-steel pipes and tubes sector in India and abroad. It has over eight years of experience in the stainless-steel industry, offering stainless steel pipes and tubes. The company manufactures seamless tubes/pipes and welded tubes/pipes. The product categories can be further subdivided into five specific types of products are produced:

- stainless steel high precision & heat exchanger tubes
- stainless steel hydraulic & instrumentation tubes
- stainless steel seamless pipes
- stainless steel welded pipes
- stainless-steel LSAW pipes.

Venus adheres to the National Guidelines on Responsible Business Conduct (NGRBC) principles, incorporating good governance, environmental responsibility, and social accountability into its operations. These principles are key to Venus's ethos, guiding its actions towards a sustainable future.

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74140GJ2015PLC082306
2.	Name of the Entity	VENUS PIPES & TUBES LIMITED
3.	Year of Incorporation	2015
4.	Registered office address	Survey No.233/2 & 234/1, Bhuj - Bhachau Highway, Village - Dhaneti, Kutch - 370020, Gujarat - India
5.	Corporate address	Plot no. 275, Tripada Complex, Sec.1A, Near Mamlatdar Office, Gandhidham - 370201
6.	E-mail	info@venuspipes.com
7.	Contact Number (Telephone)	+91 7048898899
8.	Website	www.venuspipes.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	NSE and BSE
11.	Paid-up Capital	₹ 204.31 Million
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR	Mr Kuldeep Maurya Contact: 96382 20956 Email: ehs@venuspipes.com
13.	Reporting boundary	Disclosures made in this report are on a standalone basis

14.	Name of the assurance provider	Not Applicable
15.	Type of assurance obtained	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 2024-25)
1.	Manufacturing of stainless-steel pipes and tubes.	Venus Pipes & Tubes Limited specializes in the manufacturing and exportation of stainless-steel pipes and tubes. The company has its manufacturing facility in Dhaneti, Gujarat, and maintains a robust export network to numerous countries in Europe and worldwide	93%

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	36%
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
National	1	5	6

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	24
International (No. of Countries)	17

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

Nearly 35.28 % of the total turnover comes from the export.

c. A brief on types of customers

The Company serves Business-to-Business (B2B) clientele across a diverse range of sectors, which include engineering, chemicals, fertilizers, refineries, power plants, food processing, oil and gas, and pharmaceutical industry. It is dedicated to supplying high-quality pipes and tubes designed for industrial applications, and consistently exporting its products to over 30 countries, reinforcing its global presence in the market.

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)	385	365	95%	20	5%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	385	365	95%	20	5%

Workers:

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	440	440	100%	0	0%
2.	Other than Permanent (E)	582	582	100%	0	0%
3.	Total employees (D + E)	1022	1022	100%	0	0%

b. Differently abled Employees – 12 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%

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Key Management Personnel (KMP)	2	-	0%

22. Turnover rate for permanent employees and workers

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	10.07%	10.53%	10.10%	8.19%	-	8.19%	4.75%	-	4.75%
Permanent workers	17.28%	0.00%	17.28%	14.26%	-	14.26%	6.21%	-	6.21%

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 2024-25)

Sr. No.	Particulars	Details
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (FY 2024-25)	₹ 9585.26 Million
(iii)	Net worth (FY 2024-25)	₹ 5314.80 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 identifies its external and internal stakeholders through stakeholder mapping and periodic engagement exercises. Additionally, it implements a grievance redressal mechanism to effectively address grievances from all its stakeholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY 2024-25			FY 2023-24		
		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	Nil	Nil	Nil	14	Nil	All the complaints from shareholder were solved with proper mitigation measure
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 is committed to responsible business practices and has proactively identified sustainability issues related to environmental and social matters that may pose risks or opportunities to its operations. In accordance with this, the organization adopts a strategic approach to adapt to or mitigate these risks, while carefully considering their financial implications. The following format outlines our structured methodology in addressing these sustainability challenges effectively:

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	Board Diversity and Independence	Opportunity	Venus recognizes and values the importance of a diverse board, viewing it as a fundamental pillar of organizational success. We are confident that board diversity significantly enhances our competitive advantage by leveraging a broad spectrum of thoughts, perspectives, expertise, abilities, industry insights, age, ethnicity, and gender.	Positive
2	Product Quality, innovation and safety	Opportunity	Emphasizing high product quality, innovation, and safety is anticipated to produce favorable financial results while enhancing customer satisfaction, loyalty, and brand reputation. This strategic focus is poised to drive competitive advantage, facilitate market differentiation, and contribute to long-term profitability.	Positive
		Risk	Challenges in product innovation, quality management, and safety considerations can profoundly affect a company's capacity to fulfill customer expectations and deliver value to stakeholders. Deficiencies in these areas may result in reputational harm, a diminished market share, and potential legal consequences.	Negative
3	Economic Performance	Opportunity	Venus is committed to improving its economic performance and creating value for its stakeholders. Economic growth serves as a catalyst for increased demand, fosters innovation, and encourages expansion, thereby offering opportunities for heightened revenue, expanded market share, advancement in ESG initiatives, and sustainable long-term success.	Positive
		Risk	Economic downturns can adversely affect demand, elevate costs, and constrain growth, thereby posing	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)
			significant challenges to a company's stability and profitability	
4	Ethics, Integrity & Governance	Opportunity	By prioritizing ethics and compliance, we establish a positive work environment that enhances employee loyalty and strengthens our ability to attract and retain top talent. A motivated and engaged workforce drives higher productivity and cultivates a cohesive corporate culture. Moreover, our steadfast commitment to ethical practices and regulatory compliance draws investors and nurtures a positive corporate atmosphere. This focus propels sustainable growth, sparks innovation, and secures a competitive advantage, all while ensuring enduring value for our stakeholders.	Positive
		Risk	Ethical lapses, breaches of integrity, and inadequate governance can severely undermine a company, resulting in reputational harm, legal liabilities, and erosion of stakeholder trust. Such failures threaten the company's standing, essential relationships, and its long-term viability.	Negative
5	Social Responsibility and Equitability	Opportunity	Venus is actively engaged in Corporate Social Responsibility (CSR) initiatives, aiming to make a positive contribution to the communities it serves. These efforts enable the company to effect meaningful social impact, foster stronger relationships, and enhance its reputation. By investing across diverse domains, Venus promotes inclusive growth and community development.	Positive

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)
6	GHG emission	Opportunity	<p>In response to the growing awareness and concern about climate change among its stakeholders, including investors, customers, local communities, and employees, Venus recognizes this global challenge as a significant company risk. Accordingly, the company is proactively undertaking initiatives to transform this risk into a strategic opportunity. Venus has already established a solar power plant to reduce greenhouse gas (GHG) emissions from its manufacturing operations.</p> <p>Additionally, the transition from Liquefied Petroleum Gas (LPG) to Piped Natural Gas (PNG) has further contributed to reduced GHG emissions. PNG, with its higher hydrogen-to-carbon ratio compared to LPG, results in lower carbon dioxide emissions per unit of energy produced, thereby positioning PNG as a cleaner burning fuel relative to LPG</p>	Positive
		Risk	<p>Greenhouse gas (GHG) emissions present substantial environmental risks, contributing to climate change, extreme weather events, and resource scarcity. Failing to mitigate these emissions may lead to regulatory penalties, supply chain disruptions, and reputational damage, thereby exposing the company to potential financial losses and operational challenges</p>	Negative
7	Waste Management	Opportunity	<p>The company's steadfast dedication to sustainable development is deeply ingrained in its business strategy, with a primary focus on environmental protection through initiatives such as water and energy conservation, waste reduction, and eco-friendly disposal</p>	Positive

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)
			<p>methods. The company's strategic endeavors to curtail the use of hazardous and toxic chemicals are guided by a structured risk mitigation hierarchy that emphasizes elimination, reduction, and substitution. By deploying effective waste management strategies, the company unlocks opportunities for cost savings, resource recovery, and heightened environmental stewardship. Through the adoption of recycling, reuse, and waste reduction practices, the company aims to significantly minimize environmental impact, elevate operational efficiency, and reinforce brand reputation.</p>	
		Risk	<p>Ineffective waste management practices can lead to environmental pollution, regulatory non-compliance, and health risks for surrounding communities. Improper disposal methods may result in legal liabilities, fines, and reputational harm, while inefficient waste handling processes have the potential to inflate operational costs and exacerbate resource inefficiencies.</p>	Negative
8	Supply Chain Management	Risk	<p>The prevailing global climate, characterized by conflicts and instability has significantly disrupted supply chain systems. Supply chain disruptions, whether caused by natural disasters, geopolitical conflicts, or supplier failures, can result in inventory shortages, production delays, and revenue loss. Our strategic initiative aims to enhance our ability to manage uncertainties and provides us with a competitive advantage in the market by optimizing costs.</p>	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)
9	Employee Health and safety	Risk	Venus emphasizes on 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. Neglecting employee health and safety can lead to workplace accidents, injuries, and legal liabilities, which can harm morale, reduce productivity, and damage the company's reputation.	Negative
10	Human rights and labour standards	Risk	By establishing and maintaining safe and fair working conditions, we contribute to the creation of a more equitable society and a stable economy. However, failing to respect human rights and labor standards can lead to negative impacts on people and communities, including workplace injuries or illnesses and inadequate living standards for workers due to poor wages.	Positive
11	Human resource management	Opportunity	Effective human resource management practices, encompassing the acquisition, development, and retention of talent, serve as the cornerstone in elevating employee engagement and amplifying productivity, thereby orchestrating the success of the organization. These judicious practices cultivate a positive work culture and bestow a competitive edge upon the enterprise	Positive
12	Customer satisfaction	Opportunity	Elevating customer satisfaction emerges as a pivotal strategic catalyst for extending market boundaries, achieving deeper market penetration, and bestowing exceptional value upon	Positive

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)
			clientele. Moreover, it is instrumental in fortifying brand reliability, thus underpinning sustained growth and profitability over the long term.	
13	Corporate Governance	Opportunity	Addressing sustainability and governance provides a promising avenue to ascend the sustainability maturity model, yielding substantial cost savings and manifold advantages, all while necessitating conscientious corporate conduct. The Corporate Sustainability strategy, accompanied by an adept governance framework, permeates the entirety of the Company's business operations, distinguished by precise objectives and robust reporting mechanisms..	Positive
		Risk	Deficient corporate governance practices, characterized by a paucity of transparency, accountability, and ethical standards, have the potential to engender conflicts of interest, regulatory infractions, and financial improprieties. Such shortcomings compromise investor trust and destabilize the company's foundational integrity	Negative
14	Data privacy & cyber security	Risk	Cyber incidents, including data breaches, can adversely impact individuals' right to privacy and precipitate non-compliance with both local and international laws and regulations concerning data privacy and cybersecurity..	Negative

Note: These topics represent highest priority identified risks or opportunities of the Company.

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	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
Policy and management processes									
1. a. Whether your entity's policy/Policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	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.								
c. Web Link of the Policies, if available	https://www.venuspipes.com/investors/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	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).								
3. Do the enlisted Policies extend to your value chain partners? (Yes/No)	Yes, the Company has woven transparent business practices into the fabric of its core values, diligently conveying these principles to its value chain partners, including suppliers and logistics service providers, to the requisite extent.								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Our extensive policy framework is comprised of essential policies, including the Risk Management Policy, Material Subsidiary Policy, Materiality of Events Policy, Materiality Policy, Nomination and Remuneration Policy, Policy on Evaluation of Directors' Performance, POSH Policy, Preservation of Document Policy, Policy for Consideration and Approval of Related Party Transactions, Whistleblower Policy, Board Diversity Policy, Code of Conduct for Board Members Policy, Content Archiving Policy, CSR Policy, and Dividend Distribution Policy.</p> <p>These policies are crafted with meticulous precision, ensuring adherence to the principles outlined in the National Guidelines for</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>Responsible Business Conduct (NGRBC) and are in harmony with the ethos of both national and international standards, such as those put forth by the following policies::</p> <ul style="list-style-type: none"> ▪ ISO 14001:2015 (Environmental Management System) ▪ ISO 45001:2018 (Occupational Health and Safety Management System). ▪ ISO 9001:2015 (Quality Management) ▪ Quality Assurance system for material manufacturer according to Pressure Equipment Directive. ▪ BIS Product Certification (License No: 7900113011) as per IS 17875:2022(Indian Standard for stainless Steel seamless pipes and tubes for general service) ▪ IBR (Indian Boiler Regulation) Regulation (1950) approval and authorization for manufacturing of Carbon Steel, Alloy Steel, Stainless Steel, Welded & Seamless Pipes/tubes. ▪ National Accreditation Board for Testing and Calibration Laboratories (NABL) certificate (certificate no.TC-15278) of Accreditation as per ISO/IEC 17025:2017 (International standard for testing and calibration labs). <p>Further, the Company has engaged external certification body for obtaining the above-mentioned certifications.</p>								
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Venus is unwavering in its dedication to fostering the sustainable growth of the organization. Through proactive stakeholder engagement, we have identified pivotal material issues, including energy, emissions, water, waste, employee health, and gender diversity. The Company has outlined specific commitments within environmental, social, and governance (ESG) domains, each accompanied by clear objectives and timelines to ensure accountability and facilitate progress tracking. These ESG commitments are intricately woven into the company's core values and seamlessly integrated into our everyday operations.</p> <p>Our commitment to environmental sustainability encompasses effective pollution control and abatement measures. We diligently identify pollution risks inherent in our activities and implement strategic measures for their mitigation. We place a strong emphasis on circularity by prioritizing waste reduction and recycling initiatives. Additionally, resource conservation is a cornerstone of our approach, as we endeavor to utilize natural resources sustainably, thus minimizing the environmental impact and footprint of our products.</p> <p>In the realm of social responsibility, we are committed to fostering a safe work environment, aligning with our "Zero Harm Vision" that extends to life, the environment, and property. We are devoted to continuous improvement, striving to enhance both product quality and working conditions for our employees. Our active participation in Corporate Social Responsibility (CSR) initiatives underscores our commitment to making a positive impact in the communities in which we operate.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	In governance, we place paramount importance on legal compliance, pledging to operate in strict accordance with regulatory requirements set forth by State and Central authorities. Our focus is on constructing a robust governance framework to ensure ethical and transparent business operations across all geographies where we are active								
6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	The Company is committed to enhancing sustainability practices by adopting the guidelines defined under NGBRC to improve our overall environmental footprint and the social impact of our customer delivery operations.								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, target, and achievements.									
<p>At Venus, we are committed to delivering state-of-the-art products to our customers, utilizing an array of advanced production lines that include pilgers, tube mills equipped with plasma welders, draw benches, annealing furnaces, and various other ancillary machinery. Our dedication to superior quality and production manifests through the integration of benchmark technologies within our manufacturing processes and the establishment of a fully equipped in-house quality control laboratory that adheres to international standards.</p>									
<p>We recognize the critical importance of embedding sustainability into every facet of our operations. Significant strides have been made in reducing our carbon emissions, waste generation, and water usage. Our ongoing investment in innovative solutions is aimed at fostering sustainable growth. Venus's Environmental, Social, and Governance (ESG) strategy is constructed upon three foundational pillars: environmental stewardship, social responsibility, and governance excellence. We are devoted to continuously enhancing our performance and transparency, aspiring to achieve our ambitious targets. The Corporation's commitment to ESG principles is embodied in the core values that permeate every aspect of our operations. We strive to lead by example, delivering solutions through pioneering, sustainable, and dependable products, thereby strengthening our brand presence.</p>									
<p>I extend my heartfelt gratitude to our employees, customers, suppliers, and partners for their unwavering support and collaboration in our sustainability journey. Together, we are poised to create a promising future for all stakeholders involved.</p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/Policies	Name: Mr. Dhruv Mahendrakumar Patel Designation: Director DIN:07098080								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Board of Venus has established several committees, each entrusted with the oversight and implementation of key sustainability-related policies and practices, as detailed below:</p> <p>1. The Corporate Social Responsibility (CSR) Committee plays a pivotal role in overseeing and steering the Company's endeavors toward social responsibility and sustainable development. It is tasked with the formulation and monitoring of the CSR policy,</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>ensuring that the Company's initiatives are in harmony with its strategic objectives and statutory obligations.</p> <p>The key responsibilities of the CSR Committee encompass:</p> <ul style="list-style-type: none"> • Policy Oversight: Crafting and recommending the CSR policy to the Board, ensuring adherence to relevant laws and aligning with the Company's core values. • Strategic Planning: Identifying and selecting CSR projects and programs that significantly contribute to community development, environmental sustainability, and social welfare. • Implementation Monitoring: Supervising the execution of the CSR plan within the sanctioned budget and timeline, and evaluating the impact of these initiatives. • Performance Review: Receiving periodic updates on CSR activities and assessing the Company's performance against the Annual CSR Plan and broader sustainability ambitions. • Transparency and Compliance: Ensuring that all CSR activities are reported transparently in the Company's statutory filings and effectively communicated to stakeholders. <p>2. The Prevention of Sexual Harassment (POSH) Committee has been constituted in accordance with the provisions of the <i>Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013</i>. The Committee is responsible for creating a safe, respectful, and inclusive work environment free from any form of sexual harassment.</p> <p>Key responsibilities of the POSH Committee include:</p> <ul style="list-style-type: none"> • Redressal Mechanism: Receiving, investigating, and resolving complaints of sexual harassment at the workplace in a fair, confidential, and time-bound manner. • Awareness and Training: Conducting regular awareness sessions, training programs, and communication initiatives to educate employees about the POSH policy, their rights, and the complaint process. • Policy Implementation: Ensuring effective implementation of the Company's POSH policy across all levels and locations, and recommending necessary updates based on evolving legal or organizational needs. • Reporting and Documentation: Maintaining proper documentation of all complaints and proceedings and reporting the status of cases and awareness activities to the Board and appropriate authorities as required. • Promoting Safe Workplace Culture: Fostering a culture of respect, inclusion, and zero tolerance toward 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>harassment through proactive engagement and transparent processes.</p> <p>3. The Audit Committee plays an essential governance role by assisting the Board of Directors in overseeing the integrity and effectiveness of the company’s internal financial controls (IFCs) and risk management systems. It provides oversight on the management of key risks—financial, operational, sector-specific, cash flow, inventory, and customer credit risks. The Committee ensures that effective risk management methodologies and mitigation measures are in place to support the company’s strategic and operational goals.</p> <p>This includes reviewing the design, implementation, and effectiveness of internal controls in areas such as:</p> <ul style="list-style-type: none"> • Transaction Authorization – ensuring that all financial transactions are properly approved and documented. • Accounting Accuracy – verifying that financial records reflect true and fair positions. • Segregation of Duties – minimizing the risk of error or fraud by dividing financial responsibilities. • Audit Trail Maintenance – confirming the traceability and accountability of all financial processes. <p>4. The Safety Committee is responsible for promoting and maintaining a safe working environment. Its primary goal is to prevent workplace accidents, ensure compliance with health and safety laws, and cultivate a culture of safety awareness among employees. The committee serves as a bridge between management and workers, facilitating communication and collaboration on safety issues. The main goal of the Safety Committee includes:</p> <ul style="list-style-type: none"> • Identify and assess workplace hazards- proactively identify potential hazards that could lead to accidents or injuries. • Recommend corrective and preventive measures- work collaboratively with management to propose effective measures. • Monitor compliance with safety protocols- To ensure that all employees and departments adhere to established safety policies and procedures. • Enhance safety awareness and training- Promoting a culture of safety through various training and awareness programs. • Foster employee participation in safety initiatives- A safety-first culture is built when all employees feel ownership and responsibility for their own safety and that of others such as encouraging employees to participate in reporting hazards and near misses, inviting suggestions and feedback from workers. 								

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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above Policies and follow up action	All policies are subject to periodic review by department heads, business leaders, senior management personnel, or pertinent committees. These are duly presented to the Board of Directors as warranted. During such evaluations, the efficacy of the policies is scrutinized, and requisite modifications to policies and procedures are swiftly enacted to maintain continual alignment with organizational objectives and industry benchmarks.									Ongoing (Periodically and/or Need basis)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances										Ongoing Basis								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	The organization is certified under ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standard by an 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 programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs 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 Board and Key Management Personnel (KMPs) attended mandatory and specialized training programs tailored to their roles and responsibilities within the company. These training sessions are ongoing and conducted throughout the year.	The members of the Board and Key Management Personnel (KMPs) participated in mandatory and specialized training programs tailored to their roles and responsibilities within the company. These training sessions are ongoing and conducted throughout the year.	100
Key Managerial Personnel			
Employees other than BoD and KMPs	Throughout the financial year, multiple training programs were conducted based on individual requirements. These programs included technical training, behavioral training, and various soft skills training sessions.	The company organized skill development programs, as well as training on HR aspects and health and safety, for its workforce. The following skill development and training programs were conducted in FY 25: <ul style="list-style-type: none"> ▪ Training on Communication skill, and time management ▪ Aspect impact analysis, Waste management ▪ First aid training ▪ Fire safety training ▪ Handling of hazardous chemicals 	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	-	-	-	-
Non-Monetary					
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 upholds a steadfast policy of 'zero tolerance' for any manifestation of corruption or bribery, firmly resolved to conduct its business with the highest ethical standards and exemplary practices. It has instituted a Code of Conduct and a Whistleblower Policy, both of which are applicable to all Board members and Senior Management. These frameworks delineate guidelines for conducting business responsibly and incorporate mechanisms that enable stakeholders to voice any concerns regarding potential instances of corruption or bribery.

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 2024-25	FY 2023-24
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 2024-25 Current Financial Year	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	116.95	100.73

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 2024-25 Current Financial Year	FY 2023-24 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	Nil
	b. Sales (Sales to related parties / Total Sales)		
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)		
	d. Investments (Investments in related parties / Total Investments made)		

Leadership Indicators

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

Venus has instituted a comprehensive training program for its value chain partners, including suppliers, distributors, and other business associates, dedicated to ensuring the quality of raw materials, adherence to regulatory mandates, and enhanced efficiency across the company's value chain. The Company has orchestrated capacity-building workshops aimed at educating and heightening awareness among its value chain partners on pivotal ESG topics pertinent to its operations, such as human rights, labor welfare, occupational health and safety, and regulatory conformity. Furthermore, Venus has conducted focused training sessions on three crucial ESG dimensions: 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.

Yes. The Company maintains a strong process to prevent conflicts of interest and adheres to the Code of Conduct for Directors and Senior Management Policy. These policies offer explicit guidelines and mechanisms to address any existing or potential conflicts of interest. Board members are required to provide declarations to the Company, disclosing any personal interests they may have.

Weblink: <https://www.venuspipes.com/vnsloadup/2023/08/Code-of-Conduct-of-Board-Members-Policy.pdf>

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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	The company did not capture expenditure relating to R&D for FY 2024-25.	INR 2.96 Cr.	<p>The Company has established an Acid regeneration plant for its operation.</p> <ul style="list-style-type: none"> ▪ It is a process of restoring used or spent acid to its original strength and purity. ▪ This regenerating technology reduces the use of fresh acid into the industry process.
Capex			

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 acknowledges sustainable sourcing as a fundamental element of its sustainability commitment, continuously endeavoring to procure materials in a manner that minimizes environmental impact. The following criteria are mandatory for raw material procurement:

- **Environment Health and Safety (EHS):** Includes evaluation criteria such as the availability of an EHS policy, measurement systems, emergency preparedness processes, noise control measures, and hazardous waste disposal protocols.

- **Human Rights:** Considers aspects such as training records and the provision of Provident Fund (PF) and Workmen compensation (WC) policy benefits for employees.
- **Financial Aspect:** Includes assessment of the financial balance sheet and profit & loss statement.

Prior to onboarding, all new supply chain partners must undergo rigorous evaluations based on environmental, health, safety, and sustainability criteria. Furthermore, the company mandates that the majority of its suppliers possess international or domestic accreditations or certifications, such as ISO certification. The company actively engages with its suppliers to ensure alignment with its vision and aspirations concerning sustainable policies 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 operates within the specialized sector of stainless-steel tubes and pipes, with a strong focus on exporting its products globally. By integrating cutting-edge technologies, the company effectively enhances market dynamics. The majority of its products are crafted from steel or specialty steel, which are readily recyclable by local vendors and possess a high resale value at the end of their lifecycle. Although the company's use of recycled materials as process inputs is limited due to the nature of its business, it ensures that waste generated during the manufacturing process is responsibly recycled as follows:

- a) Plastic waste is sold to authorized recyclers.
- b) Other recyclable hazardous waste and electronic wastes are sold to registered recyclers.
- c) Additional saleable waste is sold to vendors.

This conscientious approach underscores the company's commitment to sustainability and responsible waste management practices.

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.

Yes, Venus Pipes and Tubes Ltd. is committed to regulatory compliance and as part of our environmental stewardship initiatives, we have initiated the registration procedure on EPR portal under the Plastic Waste Management (Amendment) Rules, 2018 as brand owner. This action reflects our dedication to sustainable practices and positive contributions to environmental safeguarding.

As Venus Pipes and Tubes Ltd. falls under the 'brand owner' category identified by the Plastic Waste Extended Producer Responsibility (EPR) guidelines, we have calculated our EPR obligations in accordance with the 'Guidelines on Extended Producer Responsibility for Plastic Packaging.' This encompasses all aspects related to recycling, the use of recycled content, reuse, and the end-of-life disposal of plastic waste. We have established a comprehensive inventory mechanism to track the plastic waste generated from our operations.

In our pursuit of responsible waste management, we have engaged authorized plastic waste recycling partner to ensure the efficient handling and processing of the plastic waste produced by our operations. Furthermore, as required, we intend to procure EPR certificates from the registered recycling agency to fulfill our compliance and environmental responsibility mandates effectively.

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 is in process to conduct life cycle assessment for its products.

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

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 24-25, the Venus has reused 29380.2 KL of treated wastewater within our facilities for various applications, including washing, and processing, thereby reinforcing our commitment to sustainable resource management and ecological conservation.

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

In FY 24-25, the Company has safely disposed the following:

- E-waste: 0.085 MT
- Hazardous waste: 158.64 MT

- 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 (F)	% (F/ A)
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)		
Permanent employees											
Male	365	365	100%	365	100%	-	-	365	100%	The Company provides basic health care facilities.	
Female	20	20	100%	20	100%	20	100%	-	-		
Total	385	385	100%	385	100%	20	5.19 %	365	94.81%		

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)	Number (F)	% (F/ A)
Permanent workers										Venus has one manufacturing unit in Gujarat, equipped with basic health care facilities.	
Male	440	440	100%	440	100%	-	0%	440	100%		
Female	-	-	-	-	-	-	-	-	-		
Total	440	440	100%	440	100%	-	0%	440	100%		

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.5-0.6 %	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 2024-25			FY 2023-24		
	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%	100%	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 integral tenets of the Company, which acknowledges and values the distinctive skills and talents of individuals with disabilities. The Company fosters positive and empowering perspectives in this sphere and has diligently undertaken measures to comply with the mandates of the Rights of Persons with Disabilities Act, 2016 (RPwD Act). Our office and manufacturing facilities are thoughtfully designed to be accessible to individuals with disabilities, ensuring an inclusive environment for all.

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 is unwavering in its commitment to upholding equal rights for 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 legally protected characteristic or status.

We diligently strive to eradicate all forms of unlawful discrimination, bullying, and harassment, with particular attention to those affecting individuals with disabilities. Our recruitment process is designed with provisions that ensure the inclusion of a diverse array of employees and workers within our operations. Moreover, we provide career development programs aimed at nurturing the growth and advancement of our workforce.

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 2024-25.

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:

The Company is steadfast in its commitment to preserving a transparent and secure workplace by crafting a comprehensive Grievance Redressal Policy and instituting robust procedures for the reception and resolution of workforce grievances. Upon the receipt of a grievance, a meticulous investigation is undertaken, succeeded by the implementation of a time-bound action plan as deemed necessary. To guarantee the efficacy of the grievance redressal mechanism, an authorized company representative liaises with pertinent internal stakeholders to verify outcomes and document feedback following the resolution of grievances. The Company imparts training on the grievance redressal procedure to its workforce during induction and through recurrent internal training programs

Particulars	(If yes, then give details of the mechanism in brief)
Permanent Workers	Employees whose legal rights have been violated, who have faced improper treatment or injustice, or who encounter difficulties in their work may file a formal grievance in form of “Protected Disclosure” in a closed and secured envelope as outlined in the company’s Whistleblower policy to seek a fair resolution. The Whistleblower Policy provides employees and workers with a channel to voice their concerns within the workplace and ensures that grievances are addressed promptly, fairly, and impartially by an audit committee, in compliance with the organization’s other policies.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Particulars	(If yes, then give details of the mechanism in brief)
	Furthermore, there is an Internal Complaints Committee established under POSH policy of the company to handle any complaints of sexual harassment.

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 2024-25					FY 2023-24				
	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	365	365	100%	342	94%	356	356	100%	325	91%
Female	20	20	100%	17	85%	18	18	100%	15	83%
Total	385	385	100%	359	93%	374	374	100%	340	91%

Workers:

Category	FY 2024-25					FY 2023-24				
	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	440	440	100%	405	92%	263	263	100%	250	95%
Female	0	0	0%	0	0%	0	0	-	0	-
Total	440	440	100%	405	92%	263	263	100%	250	95%

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

Employees:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	365	365	100%	356	356	100%
Female	20	20	100%	18	18	100%
Total	385	385	100%	374	374	100%

Workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Male	440	440	100%	263	263	100%
Female	0	0	0%	0	0	100%
Total	440	440	100%	263	263	100%

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. Venus is resolutely committed to enhancing employee health, eradicating potential hazards, fortifying communication channels, and elevating safety and health performance. In pursuit of these objectives, the Company has instituted an integrated quality, environmental, and health and safety management system at its manufacturing facility in India, fully aligned with ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), and ISO 45001:2018 (Occupational Health and Safety Management System). To this end, the Company has established standard operating procedures, detailed work instructions, and a robust due diligence monitoring system to ensure the highest levels of safety for both workers and staff, while ensuring compliance with all legal stipulations.

Venus has intricately aligned its operations with the Integrated Management System (IMS) policy to uphold optimal business practices and achieve customer satisfaction. Consequently, the Company has adopted all pertinent international codes and standards in environment, health, and governance, thereby maintaining the pinnacle of industrial excellence. 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 2028	Bureau Veritas

Standard operating procedure on health and safety

The Company has meticulously crafted and instituted a range of standard operating procedures tailored to various facets of its operations, with a concentrated focus on safe working practices, environmental stewardship, and the quality of products and services at both its manufacturing site and corporate headquarters. These procedures include:

- Emergency Preparedness and Response: Procedures related to Environmental Management Systems (EMS) and Occupational Health and Safety Management Systems (OHSMS).
- Accident and Incident Reporting: Procedures for thorough investigation and reporting.
- Hazard Identification and Risk Management: Procedures for hazard identification, risk assessment, and risk control.

- Operational Control: Procedures governing the precise management of operations.
- Environmental Aspects: Procedures addressing environmental considerations.
- Legal Compliance: Procedures for identifying and assessing legal and other requisite requirements.

These comprehensive standard operating procedures have been formulated and implemented by the Company with the ambition of achieving a zero-fatality rate and incident rate, thereby ensuring a workplace characterized by zero harm and unwavering safety

Safety Core Value	Safety Aim
Good health and safety are 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?

- Hazard Identification and Risk Assessment (HIRA):
 - The Company undertakes comprehensive HIRA evaluations for both construction and operational phases.
 - Periodic reviews of HIRA are conducted to guarantee the implementation of additional safeguards for employee welfare.
- Gemba Walk Process:
 - Venus has instituted a systematic weekly Gemba walk process, facilitating direct interaction with workers to gather valuable insights.
 - The information collected is meticulously assessed to identify and mitigate occupational hazards and risks associated with operations.
- Structured Brainstorming Process:
 - A structured brainstorming process is employed to assess hazards related to specific activities, including those associated with machinery, operations, or instruments.
- Assessment and Inspection of Work Hygiene:
 - Both internal and external assessments, complemented by regular inspections, are conducted to meticulously monitor work hygiene.
 - These evaluations focus on maintaining safe levels of potential hazards such as toxic gases, noise, vibration, temperature, and illumination.

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

The Company has established robust communication channels for reporting work-related hazards, ensuring the cultivation of a transparent safety culture. All employees and workers are actively encouraged to engage in and deliberate on safety-related matters during periodic safety committee and management review meetings held at the manufacturing facility. The workforce is empowered to report any unsafe practices or hazardous conditions to:

- Environmental, Health, and Safety (EHS) personnel at the Company's manufacturing facility.
- Heads of the respective departments.
- The Plant Head.

Joint inspections, referred to as Gemba walks, are regularly conducted, comprising top management, departmental heads, EHS representatives, and shop floor employees. These inspections aim to identify

and address risks, with corrective actions promptly undertaken to mitigate them. To nurture a transparent safety culture, all employees and workers are encouraged to actively participate in and discuss safety matters during routine safety committee and management review meetings. Furthermore, the Company conducts awareness programs and performs mock drills covering various emergency scenarios to adequately prepare workers for potential hazards

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

Yes, the Company acknowledges the vital importance of employee medical check-ups in cultivating a healthy and safe work environment, ensuring regulatory compliance, and enhancing both the well-being and productivity of its employees. It extends a special group Medclaim policy to all employees and workers. Moreover, the Company conducts pre-employment and post-employment health assessments, tailored to job descriptions, through reputable medical establishments. This comprehensive approach to employee health and well-being underscores the Company's unwavering commitment to maintaining a safe and healthy workplace. In addition, all personnel are thoroughly trained and informed to respond appropriately during onsite medical emergencies.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.4	1.4
	Workers		2.9
		4.3	
Total recordable work-related injuries (First Aid)	Employees	20	11
	Workers	35	22
No. of fatalities	Employees	0	00
	Workers	0	00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	00
	Workers	0	00

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

Venus is unwavering in its commitment to fostering a safe, healthy, and environmentally responsible work environment across all its manufacturing facilities and corporate offices. Workplace safety is assured through an all-encompassing Safety Management System, encompassing:

- Safety Procedures and HIRA Awareness: Rigorous implementation and awareness programs for Safety Procedures and Hazard Identification and Risk Assessment (HIRA).
- Fire Safety and First Aid Training: Comprehensive fire safety measures coupled with first aid training.
- Personal Protective Equipment (PPE): Utilization of PPE specifically tailored to respective activities and hazardous areas.

In pursuit of sustaining a secure and healthy workplace, Venus undertakes several critical measures:

- Adherence to Hierarchical Controls: A meticulous application of risk control measures following a hierarchy of controls.
- Valuing Human Capital: Recognition of human capital as a vital asset, with emphasis on industrial and workplace hygiene, complemented by risk-based medical check-ups for all employees and workers.
- PPE Matrix Development: Creation of a PPE matrix designed to provide suitable protective equipment, contingent on activity and hazard specifications.
- Safety Committee Formation: Establishment of safety committees tasked with reviewing the sufficiency of safety resources.
- Periodic Safety Assessments and Gemba Walks: Regular internal safety assessments and Gemba walks to appraise the efficacy of the Safety Management System.

During FY 2024-25, the Company continued its efforts and initiatives to create a safe working environment and promote a strong safety-focused culture by:

- Celebrated World Environment Day 2025 with an awareness program on environmental protection and a tree plantation drive, planting more than 100 saplings.
- Celebrated National Safety Day/Week (4th to 10th March 2025) to promote a participative approach by employers, actively involving employees in Safety, Health, and Environment (SHE) activities and implementing professional SHE management systems in the workplace. Various safety awareness events were organized to promote and reinforce safety principles among all employees and workers. The Company acknowledged the efforts of employees and workers who participated in activities such as Safety Quizzes, Safety Poster Competitions (for both children and workers), and Safety Slogan Competitions (for both children and workers). Winners were felicitated in the presence of Top Management.
- Conducted full health check-ups for employees and workers.
- Organized a Voluntary Blood Donation Campaign on the occasion of the Company's Foundation Day.
- Celebrated International Day of Yoga on 21 June 2025 with the participation of all employees and workers.
- Executed surprise mock drills simulating various scenarios at the plant to assess the preparedness and responsiveness of employees and workers to health and safety situations.

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

Category	FY 2024-25			FY 2023-24		
	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	2	0	Installed the Fumes Extraction system to improve the condition	1	0	Installation of high-volume low speed fan
Health & Safety	1	0	Implemented the Cut resistant gloves (Level 5) to improve the cut injury	0	0	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) <ul style="list-style-type: none"> ▪ Conduct daily safety observations to identify unsafe acts and conditions, report near misses. ▪ Perform weekly safety Gemba walks.
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, observations, and near-misses are meticulously investigated in accordance with the Company's established incident classification, reporting, and investigation procedures. The investigative process utilizes methodologies such as the 3-leg 5-Why or Fishbone analysis, facilitated by the HSE team, top management, and the production head. Opportunities for improvement identified during internal and external assessments are diligently documented and addressed.

The implementation of corrective actions and their dissemination is an ongoing endeavor, ensuring that safety incidents are unfailingly recorded, investigated, and communicated across the organization.

Key safety enhancements include:

- Installation of bulletproof glass at the L-SAW hydro cabin to enhance operator protection during high-pressure hydro testing operations.
- Procurement and deployment of a scissor lifter to enable safe working at heights during material handling and maintenance activities, thereby reducing fall hazards and enhancing operational safety.
- Provision of an aluminum ladder for container loading operations to ensure safe working at heights and minimize the risk of falls or related incidents.
- Installation of an Uninterrupted Power Supply (UPS) system for the pusher back system to maintain operational safety by preventing compression-related accidents during power failures, allowing controlled operation and safe equipment positioning.

These measures reflect our ongoing commitment to maintaining a safe and secure work environment.

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 a Workers' Compensation Policy to cover the unfortunate event of an employee's death. Additionally, the company has established a group Medclaim policy for its employees. This comprehensive approach to employee health and well-being underscores the company's 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 required to comply with all applicable regulations, including the deduction and deposit of statutory dues. As an additional measure, the company conducts ESG assessments of its value chain partners to identify any deviations, including the timely deduction and deposit of statutory dues.

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 program.

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

Prior to engaging with its value chain partners, the Company takes a proactive approach by clearly articulating its expectations and requirements, securing their commitment to compliance through binding contractual agreements. A meticulously crafted standard operating procedure for purchasing has been established, encompassing supplier evaluations based on a multitude of criteria, including service quality, Environmental, Health, and Safety (EHS) standards, human rights, delivery service efficiency, and more.

To ensure that all contractors are thoroughly acquainted with the Company's Health, Safety, and Environmental standards, as well as its procedures and legal obligations, training sessions and periodic assessment programs are conducted. Should any deficiencies be identified, the Company provides comprehensive support to facilitate the development and implementation of corrective actions aimed at minimizing potential impacts

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.**

No significant observations or deviations were identified during the supplier evaluation and verification process; therefore, corrective actions are not initiated. However, the company has established a procedure for corrective action (IPM/MNG/10, Rev.01). If significant risks or concerns arise during supplier assessments, recommendations will be provided following the corrective action process.

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.**

Prior to engaging with its value chain partners, the Company takes a proactive approach by clearly articulating its expectations and requirements, securing their commitment to compliance through binding contractual agreements. A meticulously crafted standard operating procedure for

purchasing has been established, encompassing supplier evaluations based on a multitude of criteria, including service quality, Environmental, Health, and Safety (EHS) standards, human rights, delivery service efficiency, and more.

To ensure that all contractors are thoroughly acquainted with the Company's Health, Safety, and Environmental standards, as well as its procedures and legal obligations, training sessions and periodic assessment programs are conducted. Should any deficiencies be identified, the Company provides comprehensive support to facilitate the development and implementation of corrective actions aimed at minimizing potential impacts.

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"> ▪ Public disclosures on financial performance such as Annual/ Quarterly financial results and earning calls. ▪ Press Release. ▪ Investor Presentation. ▪ Investor conference. 	Quarterly/Annually /Need-Based	<ul style="list-style-type: none"> ▪ Clear and effective communication on business environment and business-related issues. ▪ Corporate governance ▪ Regulatory compliances ▪ Company Business plan, sustainability ▪ Addressing queries raised of investors.
Government and regulatory authorities	No	<ul style="list-style-type: none"> ▪ Mandatory regulatory filings. ▪ Periodical submission of business performance. ▪ Written communications. ▪ In-person meetings. 	Need-Based	<ul style="list-style-type: none"> ▪ Compliance with rules and regulations ▪ Submission of transparent disclosures i.e., different forms and formats as per the applicable statute. ▪ Corporate governance and corporate social responsibilities (CSR). ▪ Revenue and Tax.
Suppliers/ vendors/ third-party Manufacturers	No	<ul style="list-style-type: none"> ▪ Vendor meets. ▪ Email or Telephone ▪ Training and engagement events ▪ Surveys 	Ongoing	<ul style="list-style-type: none"> ▪ Fair, sustainable, and ethical procurement & engagement practices ▪ Pricing and favorable terms of payment ▪ Timely clearance of

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
				invoices. <ul style="list-style-type: none"> ▪ Quality and quantity of raw materials. ▪ Knowledge and infrastructural upgradation. ▪ Environmental and labor compliances.
Communities	No	<ul style="list-style-type: none"> ▪ In-person meetings ▪ Engagement through NGOs ▪ Corporate social responsibility initiatives ▪ Engagement through NGOs 	Ongoing	<ul style="list-style-type: none"> ▪ Community development programmes such as schools ▪ through CSR initiatives ▪ Skill development and livelihood support program. ▪ Celebration of events that are important in local and Indian context.
Customers	No	<ul style="list-style-type: none"> ▪ In-person meetings ▪ Emails ▪ Collation and analysis of ▪ Customer feedback ▪ Engagement through website, ▪ Social media ▪ Brand campaigns 	Ongoing	<ul style="list-style-type: none"> ▪ Clear communication on the product quality, price, usage, returning etc. ▪ Regular communication on the ordering and invoice. ▪ Customer awareness program. ▪ Client site operation management support. ▪ Consistent quality at competitive prices ▪ New and innovative products, as per latest market requirements ▪ Easy access to products and services ▪ Protection of the sensitive information.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> ▪ Group interaction meetings, ▪ Employee engagement surveys ▪ Training and development workshops ▪ Performance appraisals ▪ Written communications 	Ongoing	<ul style="list-style-type: none"> ▪ To understand employee needs and opinions ▪ Training and development ▪ Diverse, open, non-discriminatory, and safe ▪ Working environment ▪ Career progression and growth management ▪ Appraisal. ▪ Competitive rewards and remuneration ▪ Health and safety ▪ Performance evaluation and recognition

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 Company prioritizes building strong and meaningful relationships with a diverse group of stakeholders. The Board of Directors (BOD) utilizes its various committees to gather feedback from both internal and external stakeholders. These committees actively engage with stakeholders on issues related to economic performance, financial performance, environmental concerns, social matters, and governance. This proactive and continuous engagement allows Venus to maintain an ongoing awareness of the needs and concerns of its 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, the Company believes that sustainable development requires not only addressing material challenges related to corporate operations and strategy, but also identifying and prioritizing the most important challenges based on stakeholder concerns. 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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	385	385	100%	374	374	100%
Other than permanent	0	0	0%	0	0	-
Total	385	385	100%	374	374	100%

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Workers						
Permanent	440	440	100%	263	263	100%
Other than permanent	0	0	0%	0	0	-
Total	440	440	100%	263	263	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	385	Nil	Nil	385	100%	374	Nil	Nil	374	100%
Other than permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Category	FY 2024-25					FY 2023-24				
	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)
Total	385	Nil	Nil	385	100%	374	Nil	Nil	374	100%

Category	FY 2024-25					FY 2023-24				
	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)
Workers										
Permanent	440	Nil	Nil	440	100%	263	Nil	Nil	263	100%
Other than permanent	582	NA	NA	582	NA	NA	NA	NA	NA	NA
Total	1022	Nil	Nil	1022	100%	263	Nil	Nil	263	100%

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	5.40	1	0.30
Key Managerial Personnel	2	3.41	-	-
Employees other than BoD and KMP	908	0.25	22	0.25
Workers	582	0.23	-	-

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

Particular	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3%	4%

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

Yes, all complaints pertaining to human rights issues are directed to the Human Resources Department or to the heads of the relevant departments. The Company consistently upholds all statutory requirements within this domain. The Head of the Human Resources Department is the designated authority responsible for the implementation and oversight of human rights functions within the Company.

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

Venus is committed to safeguarding the human rights concerns of its employees and provides proper frameworks for employees to report grievances, as outlined in our Whistleblower policy. The Company has a dedicated committee for investigating sexual harassment complaints under the POSH Act, which prioritizes confidentiality throughout the process.

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

Category	FY 2024-25			FY 2023-24		
	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	37	NIL		23	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 2024-25	FY 2023-24
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 is acutely aware of the sensitivity inherent in such cases and has instituted a robust mechanism designed to uphold confidentiality and safeguard the privacy of both the complainant and the respondent throughout the proceedings, thereby mitigating any risk of retaliation or adverse consequences. The Company has enacted a 'Zero Tolerance' policy to address instances of discrimination and harassment, ensuring that individuals found to be targeting those who raise complaints are subject to stringent disciplinary action. This policy harmoniously complements the Company's established Vigil Mechanism, Whistleblower Policy, and Prevention of Sexual Harassment Policy.

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

Yes, Venus gives human rights high importance thereby making it an integral part of its business agreements and contracts.

10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	
Forced/Involuntary Labor	100% of the company's manufacturing facilities undergo regular assessments, both internally and by statutory bodies such as the Labor Department and the Directorate of Industrial Safety and Health, to ensure compliance with relevant aspects.
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.

No observations were identified, so corrective action is not applicable. However, as a responsible company, we ensure continuous monitoring and capacity building for both internal and external stakeholders on these aspects.

Leadership Indicators

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

There were no human rights grievances/complaints. Hence no business processes were modified.

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

The Company's HR Department conducts regular inspections concerning human rights-related issues. Additionally, the company continuously evaluates the performance of service providers to identify any human rights violations.

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, Venus's operating locations are accessible to differently abled employees, workers and visitors. Corporate office locations and plants have ramps, sidewalks, elevators and necessary infrastructure to support the differently abled.

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 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	Giga Joule (GJ)	7376.4	-
Total fuel consumption (B)	-	-	-
Energy consumption through other sources (C)	-	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)		7376.4	-
From non-renewable sources			
Total electricity consumption (D)	Giga Joule (GJ)	49000	29988
Total fuel consumption (E)-LPG	Giga Joule (GJ)	267	46013
Total fuel consumption (F)-PNG	Giga Joule (GJ)	118986	-
Energy consumption through other sources (G)-Diesel	Giga Joule (GJ)	1178	127
Total energy consumed from non-renewable source (D+E+F+G) (GJ)	Giga Joule (GJ)	169431	76128
Total energy consumed (A+B+C+D+E+F) (GJ)	Giga Joule (GJ)	176807.4	76128
Energy intensity per crore rupees of turnover (Total energy consumed / Revenue from operations)	GJ/INR cr turnover	184	95
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		8.9	4.23

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 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		

¹ A PPP value of 20.6 is considered for India (as available in Public domain for the year 2022); Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC> [Energy intensity per rupee of turnover / PPP]

Parameter	FY 2024-25	FY 2023-24
(i) Surface water	Nil	Nil
(ii) Groundwater	7767.1	Nil
(iii) Third party water (KL)	42831.9	12405
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	50599	12405
Total volume of water consumption (In kiloliters)	50599	12405
Water intensity per crore rupee of turnover (Total water consumption/ Revenue from operations)	53	15.47
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	2.56	0.69

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

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	NA	NA
– No treatment	NA	NA
– With treatment – please specify level of treatment	NA	NA
(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	29380	10247
– No treatment	-	-
– With treatment – please specify level of treatment by ETP	-	-
– With treatment – With treatment – Domestic wastewater was treated through sewerage treatment plant (STP) – capacity 150 KLD	12008	4150
– With treatment – With treatment –	17372.2	6097

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
Effluent Water Treatment has been done at ETP (110 KLD) by Adding Chemicals and reused in the Manufacturing Process		
Total water discharged (in kilolitres)	29380.2	10247

Note: Venus Pipes and Tubes Ltd. adheres to the highest standards of environmental responsibility by ensuring that no wastewater is discharged beyond the boundaries of our plant premises. Wastewater generated is treated through our on-site state of art effluent treatment plant (ETP) and sewage treatment plant (STP). The treated water is systematically repurposed within our facilities for various applications, including washing, and processing, thereby reinforcing our commitment to sustainable resource management and ecological conservation.

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 treated water is systematically repurposed within our facilities for various applications, including washing, and processing, thereby reinforcing our commitment to sustainable resource management and ecological conservation.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m ³	14.63	26.67
SOx	µg/m ³	29.29	15.53
Particulate matter (PM 10)	µg/m ³	52.47	76.54
(Particulate matter) PM 2.5	µg/m ³	28.65	26.59
Persistent organic pollutants (POP)	µg/m ³	NA	NA
Volatile organic compounds (VOC)	µg/m ³	NA	NA
Hazardous air pollutants (HAP)	µg/m ³	NA	NA
HCL	mg/Nm ³	3.85	1.975
Acid mist	mg/Nm ³	3.56	3.375
Oxides of Nitrogen (NO _x)	Mg/Nm ³	4.87	NA

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 2024-25	FY 2023-24
Total Scope 1 emissions	Ton	6780	2920
Total Scope 2 emissions	Ton	9746	5946.28
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/INR CR of revenue	17.23	11.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.84	0.49

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 greenhouse gas emission due to its manufacturing operation.

Furthermore, the transition from using of LPG to PNG has resulted in reduced GHG emissions. PNG has higher hydrogen to carbon ratio as compared to LPG and thus burning of PNG releases less carbon dioxide per unit of energy produced and thus making it a cleaner burning fuel relative to LPG.

Projected Greenhouse Gas Emission Savings for FY25

For the fiscal year 2025, Venus projects total greenhouse gas emission savings of 741 metric tons of CO₂ equivalent (tCO₂e). This estimate is based on assumption of utilization of 2,478,875 kilograms each of liquefied petroleum gas (LPG) and piped natural gas (PNG).

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tons)*		
Plastic waste (A)**	28.47	-
E-waste (B)	0.085	0.068
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)	158.64	66.38
Other Non-hazardous waste generated - Municipal solid waste such as wood waste, kitchen waste (H).		
Total (A+B + C + D + E + F + G + H)	187.2	66.44
Waste intensity per crore rupee of turnover (Total waste generated / Revenue from operations)	0.2	0.082
Waste intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total waste generated /revenue from operation adjusted for PPP)	0.009	0.0036
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in Metric Tons)		

Parameter	FY 2024-25	FY 2023-24
Category of waste		
(i) Recycled (Plastic waste)	Nil	Nil
(ii) Re-used (scrap wood)	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	158.64	47.26
(ii) Landfilling	-	19.12
(iii) Other disposal operations (incineration, landfilling and other waste disposal method)***	0.085	0.068
Total	158.73	66.44

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

* Based on the annual production quantity (MT)

** Plastic waste will be disposed of in accordance with the Plastic Waste Management Rules, 2022, through an authorized plastic waste recycling partner.

*** Other disposal operations include e-waste disposed of in accordance with the E-Waste (Management) Rules, 2022 through authorized recyclers.

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.

Venus is steadfast in its commitment to sustainable waste management practices, ensuring both environmental sustainability and compliance with regulatory standards. The Company strategically focuses on minimizing the use of hazardous and toxic chemicals by implementing a risk mitigation hierarchy, which encompasses elimination, reduction, and substitution on a case-by-case basis.

Utilizing state-of-the-art manufacturing technologies, Venus is dedicated to optimizing operational efficiency and minimizing waste generation. In India, we rigorously manage hazardous wastes in accordance with the "Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016." This is achieved through authorization obtained from regulators and adherence to guidelines set forth by the respective State Pollution Control Boards.

During FY 2024-25, the Company continued engaging in the co-processing of ETP sludge in collaboration with a GPCB-authorized third party, subsequently facilitating its sale to industries such as cement and infrastructure for use as an energy source, thereby reducing the volume of waste sent to landfill.

In alignment with these regulations, Venus ensures that all waste streams are responsibly disposed of through authorized re-processors, enabling the recovery and reuse of valuable resources whenever feasible. Furthermore, the Company invests in training programs for employees and workers to promote waste minimization and effective handling practices, thereby fostering a culture of environmental responsibility and stewardship throughout the organization.

- 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	Emission Reduction	The Company has installed a solar power plant as part of its strategic initiative to mitigate greenhouse gas (GHG) emissions associated with its manufacturing operations. This commitment to renewable energy exemplifies our dedication to environmental sustainability. Furthermore, the transition from liquefied petroleum gas (LPG) to piped natural gas (PNG) has significantly reduced GHG emissions. This shift is informed by PNG's	Reduction in carbon emission

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		<p>higher hydrogen-to-carbon ratio compared to LPG, resulting in lower carbon dioxide emissions per unit of energy produced. Consequently, PNG serves as a cleaner-burning alternative to LPG, underscoring our efforts to enhance the eco-friendliness of our operations and contribute positively to the global pursuit of environmental preservation.</p>	
2.	Zero Liquid Discharge (ZLD)	<p>Venus has adopted the following advanced techniques to achieve Zero Liquid Discharge (ZLD) within its manufacturing facility:</p> <ul style="list-style-type: none"> i. Implementation of water recycling and reuse strategies to optimize water efficiency. ii. Treatment of industrial wastewater through a state-of-the-art Effluent Treatment Plant (ETP). iii. Processing of domestic wastewater via a dedicated Sewerage Treatment Plant (STP). iv. Establishment of a closed-loop system, ensuring that all wastewater is meticulously recycled and reused within the plant operations. <p>These measures not only reflect our unwavering commitment to environmental stewardship but also enhance the sustainability and efficiency of our manufacturing processes.</p>	Venus is aiming to achieve ZLD through this initiative and reducing environmental impact.
3.	Installation of Acid regeneration plant	<ul style="list-style-type: none"> i. The waste acid generated from the pickling line is meticulously regenerated to meet the requirements for fresh acid, thereby optimizing resource utilization. Moreover, the majority of effluents arising from this process are effectively eliminated, resulting in substantial cost savings for the entire pickling operation. This strategic approach not only enhances operational efficiency but significantly reduces environmental impact, reflecting our commitment to sustainable practices and responsible stewardship. 	Through this innovative process, the Company is poised to achieve a reduction of 60 to 80% in the pickling load at the Effluent Treatment Plant (ETP). The treated water is systematically repurposed within our facilities for various applications, including washing, and processing, thereby reinforcing our commitment to sustainable resource

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
			management and ecological conservation. This approach not only exemplifies our commitment to sustainable practices but also highlights our proactive measures to optimize resource efficiency and minimize environmental impact.

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

Business continuity and emergency preparedness are foundational elements within Venus's strategic planning framework. Our comprehensive plan thoroughly addresses a spectrum of both operational and natural emergencies, encompassing scenarios such as fires, gas leaks, earthquakes, floods, cyclones, and tsunamis. The paramount goal is to safeguard our employees, protect the environment, preserve our facilities, and ensure the seamless continuation of production activities during any emergency situation.

To equip our personnel with proficient emergency response capabilities, we conduct regular training sessions, drills, and rehearsals facilitated by both internal teams and external experts. Additionally, the Company remains committed to the continuous review and enhancement of our emergency plan, ensuring the availability of adequate resources and providing specialized training for the effective utilization of emergency equipment.

Furthermore, in alignment with our dedication to resilience, we have established contingency plans designed to diversify business operations and mitigate risks associated with unforeseen events. This proactive approach underscores our commitment to maintaining operational integrity and safeguarding the interests of all stakeholders in times of crisis.

4. How many Green Credits have been generated or procured.

Venus has initiated the process of obtaining Green Credits to demonstrate its commitment to environmentally positive actions.

As part of its Green Credits program, Venus has planted a total of 10,855 trees and 6,071 shrubs across an area of 200,000 square meters within the plant premise at Gujarat. This afforestation effort follows the principles of Miyawaki Technology, a renowned method that enables the rapid growth of dense, native forests by creating micro-forests with a mix of indigenous species. Such plantations not only enhance biodiversity but also improve air quality, increase soil fertility, and contribute to carbon sequestration.

In addition to the green belt development, Venus has established a 1.3 MW solar power plant within its plant premises. This renewable energy installation helps reduce reliance on conventional power sources, lowering greenhouse gas emissions, and supporting the company's commitment to sustainable energy practices.

Together, these initiatives demonstrate Venus’s dedication to environmental stewardship and sustainable industrial practices, aligning with global efforts to combat climate change and promote sustainable development.

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 is resolutely committed to fostering an environment that prioritizes transparent communication and proactive engagement with the local community. In pursuit of this goal, we have meticulously crafted a Corporate Social Responsibility (CSR) program that thoughtfully considers the needs and expectations of local communities, with a focused emphasis on addressing pivotal issues related to cost of living and quality of life enhancements.

Moreover, to ensure that our initiatives are responsive and effective, we have designated a local CSR associate in each community. These associates are entrusted with the responsibility of addressing any grievances or concerns, thereby cultivating a harmonious and constructive relationship with our

community partners. This strategic approach reflects the Company's dedication to enriching the lives of community members while nurturing mutual understanding and support..

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	The Company's business operations require the procurement of essential inputs and raw materials from prominent suppliers situated both throughout India and internationally. In addition to these large-scale acquisitions, the Company strategically sources products, equipment, and various other services from micro, small, and medium enterprises (MSMEs) as well as from local producers and suppliers located within the same or adjacent districts. This diversified approach to sourcing not only ensures the smooth functioning of our operations but also promotes economic growth within regional communities.	
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.²

Location	FY 2024-25	FY 2023-24 Previous Financial Year
Rural	Venus is committed to generate employment at local level and from rural and semi urban areas.	
Semi-urban		
Urban		
Metropolitan		

Places have 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.

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	Ahmedabad	1,31,000,00
2.	Maharashtra	Mumbai	15,000,00

² https://www.rbi.org.in/scripts/bs_viewcontent.aspx?Id=2035#:~:text=Based%20on%20the%20size%20of.and%20less%20than%2010%20lakh

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.	In the fiscal year 2025, we proudly committed a CSR donation amounting to ₹1.31 crore to the Angel Charitable Trust, a distinguished non-profit organization based in Ahmedabad. This organization tirelessly champions cause spanning Education, Health, Disaster Management, Child & Youth Development, Human Rights, Food & Nutrition, advocacy for Prisoners & Jails, and conservation efforts for Animal & Wildlife. In addition to this generous contribution, we also offered ₹15 lakh to the RVG Educational Foundation in Mumbai, further underscoring our dedication to enriching educational pursuits. The cumulative Corporate Social Responsibility expenditure for this fiscal year was ₹1,46,00,000, reflecting our unwavering commitment to social betterment and community upliftment through strategic philanthropic engagement.	The CSR initiatives for this period were executed through two esteemed entities: Angel Charitable Trust in Ahmedabad and RVG Educational Foundation in Mumbai. Each organization serves as a pivotal platform in advancing charitable endeavors and educational development, respectively. Upon receipt of our contributions, both the trust and the foundation graciously furnished the Company with certificates acknowledging our commitment to meaningful community engagement through our CSR donations. These endorsements underscore our dedication to fostering positive impact and advancing societal welfare.	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 places paramount importance on sustaining an efficient and responsive customer grievance mechanism, designed to swiftly address any concerns voiced by our esteemed customers. To support this commitment, we have instituted a comprehensive customer care policy and a robust relationship management system, both tailored to assist consumers with inquiries, feedback, or issues.

Our dedicated teams of experts manage all complaints and feedback with utmost diligence, ensuring prompt responses and timely resolutions. Each complaint undergoes a thorough investigation and aims to be resolved within 15 days, with updates transparently communicated to the customer throughout the process. In instances where the resolution period may extend beyond this timeframe, we ensure that the customer is promptly informed, reaffirming our dedication to transparency and customer satisfaction

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 2024-25 (Current Financial Year)		Remarks	Financial Year 2023-24 (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 2024-25

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

The Company has established a comprehensive framework, and systematic processes dedicated to cybersecurity and data privacy. A specialized IT team has been tasked with the implementation and assessment of our end-to-end operations, diligently identifying and addressing any vulnerabilities. The Company adheres to stringent protocols for the collection, usage, storage, disclosure, and general

processing of personal data, reflecting our unwavering commitment to safeguarding the sensitive personal and business information of our employees, customers, service providers, and suppliers.

In its pursuit of exemplary data security, the Company has deployed a Sophos firewall protection system encompassing 350 nodes, alongside rigorous access control restrictions. These proactive measures fortify our defense against potential data breaches, cyber threats, and fraudulent activities. Further ensuring the protection of information, all documents are securely stored in a separate system equipped with robust password protection.

The Company has also instituted a meticulous data backup system that functions every two hours to ensure the integrity and availability of data. In addition, all business-related information is systematically uploaded to the Network as a Service (NaaS) System and manually transferred to an external hard disk on a daily basis. This layered approach underscores the Company's commitment to cybersecurity and data protection, providing peace of mind to all stakeholders involved

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).

Comprehensive information regarding the Company's esteemed product offerings is accessible on its official website at <https://www.venuspipes.com>. Prospective customers are invited to utilize our convenient 'enquiry' feature available on the website to seek further details about our products. Moreover, the Company has thoughtfully presented its diverse product portfolio across various social media platforms, including Facebook, Twitter, LinkedIn, and YouTube, thereby broadening our reach and engagement with potential clientele.

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

The corporate brochure offers a succinct overview of our product usage and detailed descriptions. Furthermore, the Company hosts a dedicated 'Product' section on its official website (<https://www.venuspipes.com/products/stainless-steel-welded-pipes/>) that provides extensive information on product specifications, grades, applications, and sustainable practices, all duly certified by esteemed third-party agencies. In addition, the Company divulges valuable insights into its groundbreaking innovations, the latest technologies, and advanced techniques that have been adopted to elevate product quality and refine our operational methodologies for the benefit of our discerning consumers.

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

The Company has cultivated robust communication protocols, both formal and informal, to ensure that our bulk and industrial clientele are well-informed about any potential supply disruptions. Our dedicated sales and supply chain management teams consistently engage with clients and our dealership network, ensuring that notifications regarding any disruptions are conveyed with both

timeliness and foresight. In circumstances of significant disruption, the Company is also equipped to leverage its website and social media platforms to disseminate timely updates to our valued customers.

- 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)**

our company fully adheres to the statutory display requirements as mandated by applicable laws. As a prominent entity in the B2B sector, we consistently gather feedback from our distributors. Detailed information on our products is provided as follows:

- Product specifications (e.g., length, thickness, etc.)
- Supply conditions
- Available grades

Additionally, we actively obtain customer feedback from external stakeholders and interested parties, which include channel partners, clients, tenders, and suppliers. This feedback is crucial for assessing and quantifying customer satisfaction. Based on the insights and ratings we receive; we develop a comprehensive action plan that is shared with management to inform and guide the company's future strategies.

The company's feedback form is designed to evaluate several key parameters, including price competitiveness, delivery performance, product quality, timely receipt of documentation, quality of customer relationships, and the efficiency of complaint resolution.