



HPL Electric & Power Limited

CIN : L74899DL1992PLC048945

Corporate Office: 76-B, Phase-IV, Sector-57, HSIIDC Industrial Estate,
Kundli-131028, Sonipat, Haryana INDIA.

Tel.: +91-130-350 3958, 350 3437 | E-mail: hpl@hplindia.com

Website: www.hplindia.com

September 05, 2025

The Manager,
Listing Department,
National Stock Exchange of India Ltd.
"Exchange Plaza", C-1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai – 400 051

The Secretary
BSE Limited
25th Floor, New Trading Ring, Rotunda
Building, PhirozeJeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001

Scrip Code: HPL

Scrip Code: 540136

Sub: Business Responsibility and Sustainability Report for FY 2024-25

Dear Sir/Ma'am,

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report forming part of the Annual Report of the Company for FY 2024-25.

Business Responsibility and Sustainability Report of the Company for FY 2024-25 is also available on the website of the Company www.hplindia.com

This is for your kind information and record please.

Thanking You,
For **HPL Electric & Power Limited**

Vivek Kumar
Company Secretary

Encl:- As stated above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity:	L74899DL1992PLC048945		
2.	Name of the Listed Entity:	HPL Electric & Power Limited		
3.	Year of incorporation:	HPL Electric & Power Limited was incorporated as 'HPL-Socomec Private Limited' on May 28, 1992, as a private limited company under the Companies Act 1956		
4.	Registered office address:	1/20, Asaf Ali Road, New Delhi 110002, India		
5.	Corporate address:	76-B, Phase-IV, Sector-57, HSIIDC Industrial Area, Kundli-131028, Sonapat, Haryana, India		
6.	E-mail:	hpl@hplindia.com		
7.	Telephone:	+91-130-3503958, 3503437		
8.	Website:	www.hplindia.com		
9.	Financial year for which reporting is being done:	Current Financial Year	01-04-2024	31-03-2025
		Previous Financial Year	01-04-2023	31-03-2024
10.	Name of the Stock Exchange(s) where shares are listed:	Bombay Stock E Limited (BSE) & National Stock Exchange Limited (NSE)		
11.	Paid-up Capital:	₹64,30,04,860		
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Company Secretary & Compliance Officer	Mr. Vivek Kumar	
		Telephone No:	0130 - 3503437/3503958	
		Email ID:	hplcs@hplindia.com	
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The reporting has been done on a Standalone basis.		
14.	Name of assurance provider:	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023		
15.	Type of assurance obtained:	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023		

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
1	Electrical equipment and power distribution	HPL Electric & Power Limited operates across five key verticals: Metering Solutions, Switchgears, LED Lighting, Wires & Cables, and Solar Solutions. The products serve a broad array of applications ranging from residential and commercial buildings to industrial facilities and infrastructure projects. The company's operations are supported by a robust distribution network and manufacturing capabilities, making it a comprehensive provider of electrical and power distribution solutions in India.	100%

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	Metering Solutions	26513	62.91%
2	Consumables, Industrial & Services	2710	37.08%

*NIC Code list link: https://www.ncs.gov.in/Documents/NIC_Sector.pdf

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	20	26
International	0	0	0

Plant Location:

- Kundli: Plot No. 76-B, Phase- IV, Sector - 57, Industrial Estate, Kundli, Sonipat Haryana
- Murthal: Vill: Bigan, Dhaturi Road, Tehsil: Gannaur, Sonipat Haryana
- Jabli: Vill: Shavela, P.O. Jabli, Distt. Solan, Himachal Pradesh
- Karnal: Main GT Karnal Road Village Bastara, Tehsil Gharaunda, District Karnal, Haryana
- Gurugram 357Q: Plot No. 357-Q, Pace City- II, Sector - 37, 5. Gurugram, Haryana
- Gurugram 132/133: Plot No. 132/133, Pace City -I, Sector -37, 5. Gurugram, Haryana

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	42+ Countries

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

The contribution of exports (consolidated) as a percentage of the total turnover of the entity during FY 2025 was 1.67%.

c. A brief on types of customers

HPL Electric & Power Limited caters to a diverse customer base comprising institutional clients such as government bodies and power utilities, industrial and commercial establishments, and retail consumers. The Company's Metering & Systems segment primarily serves utilities and public sector clients through competitive tenders, while its Consumer and Industrial segment addresses the needs of industries, infrastructure developers, and individual consumers through an extensive dealer and distribution network across India. HPL also exports to over 42+ countries, offering tailored electrical and energy solutions across all customer segments.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H/A)
Employees								
1.	Permanent (D)	1157	1113	96.20%	44	3.80%	0	0%
2.	Other than Permanent (E)	211	210	99.53%	1	0.47%	0	0%
3.	Total employees (D + E)	1368	1323	96.71%	45	3.29%	0	0%
Workers								
4.	Permanent (F)	359	160	44.57%	199	55.43%	0	0%
5.	Other than Permanent (G)	1180	974	82.54%	206	17.46%	0	0%



6.	Total workers (F + G)	1539	1134	73.68%	405	26.32%	0	0%
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b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H/A)
Employees								
1.	Permanent (D)	3	3	100%	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total employees (D + E)	3	3	100%	0	0%	0	0%
Workers								
4.	Permanent (F)	0	0	0%	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BODs)	6	1	16.67%
Key Management Personnel (KMPs)	1	0	0%

22. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24*			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.13%	36.36%	20.75%	22.33%	9.30%	21.82%	Data for FY 2022-23 is currently unavailable as standardized turnover tracking for permanent employees and workers was initiated in FY 2023-24. Historical data prior to this period was not captured in a comparable format across all plants and hence is not reported to maintain consistency and accuracy in disclosures.		
Permanent Workers	1.88%	0.00%	0.84%	2.75%	7.55%	4.32%			

*Previous year numbers have been updated incorporating a methodology change

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

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

S. No.	Name of the holding/ subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Himachal Energy Pvt. Ltd.	Subsidiary	97.15%	No
2	HPL - Shriji Designs	Joint Venture	0%	No
3	HPL-Shriji-Trimurthi Hitech Company Pvt. Ltd.	Joint Venture	0%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- (ii) Turnover (in Rs.): 1684.40 Cr
- (iii) Net worth (in Rs.): 899.87 Cr

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide link for grievance redress policy)	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		0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders	https://investor.hplindia.com/investor-relation.php	07	0	NA	0	0	NA
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Strategy & GHG Emissions	R	HPL operates energy-intensive manufacturing (DG sets, furnaces, grid power dependency). Increasing regulatory scrutiny (carbon tax, EPR), supply chain pressure, and investor demand make this a significant transitional risk.	Conducted Scope 1 and 2 inventory; site-wise hotspot mapping; exploring solar rooftop, net metering, energy efficiency, and decarbonization pathways; recommended RE100/SBTi alignment.	Negative: Higher compliance costs, exposure to future carbon pricing; Positive: Efficiency savings, long-term access to ESG-aligned capital.

2	Energy Management	O	With rising electricity tariffs and grid reliability challenges, energy management in plants is critical to reducing operating cost and Scope 2 emissions.	Energy audits across units (357Q, Karnal); investment in LED lighting, VFDs, and metering infrastructure; explore storage solutions to optimize solar usage and reduce peak loads.	Positive: Direct cost savings, improved margins, enhanced ESG scores.
3	Product Stewardship	O	Increasing demand for smart, energy-efficient, and BIS-compliant electrical products across B2B and B2C segments. Mandatory standards and EPR policies make eco-design a growth lever.	Focus on R&D and BIS-compliance, IEC standards, RoHS compliance; design for energy savings and long product life; evaluate product take-back, EPR readiness.	Positive: Revenue growth through premium offerings; long-term market leadership; avoids regulatory penalties.
4	Human Capital Development	O	Retaining and reskilling workforce is crucial to adopt Industry 4.0 and automation across plants. Sector talent is limited, so proactive skilling gives HPL an edge.	Internal capability building; skill development programs; technical partnerships; invest in employee engagement, appraisals, and rotation across locations.	Positive: Enhanced productivity, innovation, and reduced attrition costs.
5	Employee Health and Safety	R	Manufacturing involves thermal and electrical hazards, especially in panel assembly and DG set production. Also, compliance with OSH Code and ISO 45001 is essential.	Site-level EHS policies; fire safety drills; PPE training; internal safety audits; explore digitized incident tracking and behavioral safety training.	Negative: Non-compliance risks, injury liabilities, productivity losses; Positive; Reduce LTIFR morale boost reputational gains
6	Business Ethics & Corporate Governance	R	As a listed entity, non-compliance with SEBI LODR, Companies Act, or data governance lapses can impact brand and investor confidence. Ethical sourcing is also gaining traction.	Strong internal audit mechanisms; related party monitoring; code of conduct trainings; whistleblower channels; vendor code of conduct to be extended across supply chain.	Negative: Penalties, reputational damage if gaps occur; Positive; ESG aligned investor confidence long-term trust with stakeholders

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	All the policies are available on the web link: https://investor.hplindia.com/investor-relation.php								

2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	<ol style="list-style-type: none"> 1) ISO 9001:2015 – Quality Management 2) ISO 45001:2018 – Occupational Health & Safety 3) ISO 14001:2015 – Environmental Management System 4) ISO 27001:2022 – Information Security Management System 5) ISO/IEC 17025:2017 – General Requirements for the Competence of Testing and Calibration Laboratories 6) Bureau of Indian Standards (BIS) – Compliance with applicable Indian product and safety standards 7) RoHS Directive (2011/65/EU) – Restriction of Hazardous Substances in electrical and lighting equipment 8) SONCAP Product Certificate (Nigeria) – Compliance with IEC and NIS standards for electrical and lighting products 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ol style="list-style-type: none"> 1. The company is assessing relevant approaches to manage its carbon footprint, with internal focus areas evolving in line with regulatory developments and sectoral best practices. 2. Opportunities for improving energy performance are being explored across operational units. Preliminary evaluations around efficiency and renewable integration are underway. 3. Product enhancement efforts continue to incorporate considerations around energy efficiency, safety, and compliance with evolving market expectations. 4. Environmental aspects are gradually being embedded into investment screening and project design processes, with discussions ongoing at the strategic level. 5. The organization maintains a focus on workplace safety and is reviewing mechanisms to further strengthen its systems in alignment with applicable standards. 6. Continuous efforts are being made to uphold ethical conduct and responsible business practices. Governance processes are subject to periodic review to align with emerging expectations. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The entity is progressively aligning operations with key sustainability priorities, with formal targets under phased development.</p> <ol style="list-style-type: none"> 1. Structured monitoring of Scope 1 and 2 emissions has begun, forming the basis for year-on-year reduction efforts, with baseline refinement and tracking improvements underway. 2. Feasibility and technical studies are assessing decarbonisation strategies focused on operational upgrades, resource efficiency, and low-emission technologies. 3. Workplace safety is being strengthened through targeted training, awareness drives, and compliance measures, fostering a stronger safety culture. 4. Steps to promote diversity, particularly increased participation of women, are supported by policy reviews and inclusive workplace practices. 5. Globally recognized management systems in quality, environment, safety, information security, and laboratory competence are enhancing compliance, product reliability, and stakeholder trust. <p>Overall, sustainability is being embedded into core operations, with remaining areas under review for structured implementation.</p>								

Governance, leadership and oversight

<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p>	<p>At HPL Electric & Power Limited, we continue to integrate Environmental, Social, and Governance (ESG) principles into our business operations in a structured and pragmatic manner. Over the past year, our focus remained on strengthening internal processes related to energy efficiency, employee well-being, and responsible waste management. We also expanded the use of solar energy across select facilities and improved tracking of hazardous waste in line with regulatory expectations.</p> <p>While we have made steady progress in areas like occupational health and safety, stakeholder engagement, and resource optimization, we recognize that more needs to be done in terms of sustainability reporting, supplier sustainability assessments, and third-party assurance. These remain key areas of focus in the coming year.</p> <p>Our ESG journey is evolving, and we are committed to building institutional readiness through incremental improvements, guided by transparency, compliance, and stakeholder trust. We will continue aligning with applicable regulations and frameworks, while maintaining realistic and responsible ambitions that reflect our business context.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Gautam Seth CFO & Joint Managing Director HPL Electric & Power Limited</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Yes. The entity has an Executive Committee at place. This committee is responsible for overseeing and driving the organization's sustainability strategy, integrating ESG considerations into business decision-making, reviewing progress on sustainability goals, and ensuring alignment with regulatory and stakeholder expectations. The committee meets periodically to evaluate key sustainability initiatives, monitor performance, and provide strategic guidance on climate and environmental matters, social impact, and governance practices.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 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	Yes, the performance against policies is reviewed by the Executive Committees. All the policies are reviewed annually by the Board/Board Committees.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board ensures continuous evaluation of statutory compliance with relevant principles through regular assessments and internal audits, enabling timely identification of corrective actions.																	

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

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No, the company has not carried out independent assessment/ evaluation of the working of the policies by an external agency.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable, all principles are covered by policies

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

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

Segment	Total no of training and awareness programs held	Topics / principles covered under the training and its impact	% of people in respective category covered by the awareness programs
Board of Directors (BOD)	5	Update on the various products Marketing initiatives undertaken, Update on various amendments / developments in various Laws/regulatory authorities as Applicable to the company, Leadership and ethical business practices	100%
Key Managerial Personnel (KMP)	5	Update on the various products Marketing initiatives undertaken, Update on various amendments/ developments, Leadership and ethical business practices	100%
Employees other than BOD and KMPs	10	HRMS Training, Sales Diary Training, Health and Safety, Quality, Operational excellence, etc.	-
Workers	0	-	0%

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

MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of Case	Has appeal been preferred (Yes/No)
Penalty/ Fine	NL	NA	NIL	NA	NA
Settlement	NL	NA	NIL	NA	NA
Compounding fee	NL	NA	NIL	NA	NA
NON - MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of Case	Has appeal been preferred (Yes/No)
Imprisonment	NL	NA	NIL	NA	NA
Punishment	NL	NA	NIL	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of regulatory/ enforcement agencies/ judicial institutions
NL	Not Applicable

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

HPL Electric & Power Ltd. has a Board-approved Anti-Corruption & Anti-Bribery Policy which outlines a zero-tolerance approach towards bribery and corruption. The policy applies to all employees, directors, contractors, consultants, interns, volunteers, and third parties associated with HPL. It defines unacceptable practices, provides procedures for reporting concerns, and ensures protection against retaliation. The policy also mandates periodic bribery and corruption risk assessments and is aligned with applicable Indian laws. <https://investor.hplindia.com/photos/investor-pdf/Anti-Corruption-&-Anti-Bribery-Policy.pdf>

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of Directors	NIL	NA	NIL	NA
No. of complaints received in relation to issues of Conflict of Interest of KMPs	NIL	NA	NIL	NA

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

Not applicable. During the reporting period, the Company did not encounter any incidents related to conflicts of interest, corruption, or enforcement actions by regulatory, law enforcement, or judicial authorities. As a result, no corrective measures or investigations were required.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	125	108

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a.) Purchases from trading houses as % of total purchases	1.40%	The data for FY 2023-24 was not disclosed, as the monitoring and compilation of concentration metrics in the prescribed format were not undertaken during the previous reporting period. The Company has initiated structured tracking of these parameters from FY 2024-25 in alignment with evolving disclosure requirements.
	b.) Number of trading houses where purchases are made from	11	
	c.) Purchases from top 10 trading houses as % of total purchases from trading houses	99.92%	

Concentration of Sales	a.) Sales to dealers / distributors as % of total sales	25.78%
	b.) Number of dealers / distributors to whom sales are made	1190
	c.) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13.49%
Share of RPTs in	a.) Purchases (Purchases with \ related parties / Total Purchases)	0.99%
	b.) Sales (Sales to related parties / Total Sales)	3.41%
	c.) Loans & advances (Loans & advances given to related parties / Total loans & advances)	55.43%
	d.) Investments (Investments in related parties / Total Investments made)	99.00 %

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

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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	96.47%	99.93%	Investments in R&D were focused on developing energy-efficient, reliable, and environmentally compliant electrical products. Emphasis was placed on improving product safety, reducing energy consumption, and enhancing operational durability in line with sustainability goals.
CapEx	3.53%	0.07%	Capital expenditure during the period included technology upgrades, process automation, and equipment improvements aimed at minimizing resource use, improving workplace safety, and ensuring adherence to environmental norms.

2. (a) Does the entity have procedures in place for sustainable sourcing?

No, but we have initiated the process of collating this data and aim to begin sharing detailed disclosures.

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

The Company recognizes the importance of sustainable sourcing and is in the process of evaluating existing practices to align with relevant sustainability considerations. Internal assessments are ongoing to strengthen procedures in this area.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

HPL Electric & Power Limited has institutionalized structured practices to reclaim, reuse, recycle, and responsibly dispose of products at the end of their life cycle. These processes are aligned with applicable environmental regulations and implemented across key waste categories as follows:

Parameter	Process Description
(a) Plastics (including packaging)	We comply with the applicable Plastic Waste Management Rules and follow the Extended Producer Responsibility (EPR) mechanism
(b) E-waste	Electronic waste is managed through certified e-waste handlers. Devices and components are dismantled, and recoverable materials are processed in accordance with regulatory norms for safe recycling and disposal.
(c) Hazardous waste	Hazardous waste is classified in accordance with the Hazardous Waste Management Rules, 2016 (as amended). Reusable waste is sent to authorised end users for recovery and conversion into useful products, while the remaining waste is safely disposed of at facilities approved by the Pollution Control Board.
(d) other waste	Non-hazardous and general waste streams are managed through appropriate segregation and disposal mechanisms, with an emphasis on reducing landfill dependency and promoting safe handling practices.

4.4. 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, Extended Producer Responsibility (EPR) is applicable to our activities. The waste collection plan is in line with the EPR plan submitted to Central Pollution Control Board. HPL is fulfilling its EPR obligations in accordance with the following applicable waste management rules:

- E-Waste (Management) Rules, 2022 – for electrical and electronic equipment;
- Plastic Waste Management Rules, 2016 (as amended) – for plastic packaging; and

The company ensures compliance through authorized recyclers, timely filing of returns, and regular monitoring and fulfilling of collection and recycling targets.

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1113	1113	100%	1113	100%	0	0%	9	0.81%	0	0%
Female	44	44	100%	44	100%	44	100%	0	0%	44	100%
Total	1157	1157	100%	1157	100%	44	3.8%	9	0.78%	14	3.8%

Other than Permanent employees											
Male	210	210	100%	210	100%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	1	100%
Total	211	211	100%	211	100%	1	0.47%	0	0%	1	0.47%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	160	160	100%	160	100%	0	0%	0	0%	0	0%
Female	199	199	100%	199	100%	199	100%	0	0%	0	0%
Total	359	359	100%	359	100%	199	55.43%	0	0%	0	0%
Other than Permanent Workers											
Male	974	974	100%	974	100%	0	0%	0	0%	201	20.64%
Female	206	206	100%	200	97.09%	200	97.09%	0	0%	20	9.71%
Total	1180	1180	100%	1174	99.49%	200	16.95%	0	0%	221	18.73%

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

Cost incurred on well-being measures as a % of total revenue of the company	FY 2024-25	FY 2023-24
	0.04%	0.04%

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

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.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others - specify	NA	NA	NA	NA	NA	NA

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.

Yes, the Company has made necessary provisions to ensure workplace accessibility for employees and workers with disabilities. This includes enhanced facilities in areas such as the mess and washrooms to support their comfort and mobility.

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 an equal opportunity provider. Weblink of the policy: <https://investor.hplindia.com/investor-relation.ph>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

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

Category	If yes, then give details of the mechanism in brief
Permanent Workers	<p>At HPL Electric & Power Limited, well-defined mechanisms are in place to address grievances across all categories of employees and workers. The Company is committed to promote a respectful, transparent, and ethical workplace, and has institutionalized multiple platforms through which concerns can be raised and resolved.</p> <p>For permanent workers, grievance mechanisms are designed to ensure accessibility and responsiveness. HPL promotes a fair and supportive environment where every concern is taken seriously and resolved in a timely and impartial manner.</p> <p>Non-permanent workers are also supported through structured redressal channels. Designated HR contacts are available across facilities, and drop boxes are placed at key locations to allow anonymous submission of concerns. This ensures that contractual and temporary staff can report issues without hesitation or fear of retaliation.</p> <p>Permanent employees benefit from a comprehensive grievance handling framework. HPL has partnered with an independent third-party ethics organization to manage grievance reporting. Employees can register their concerns through various channels including phone, email, physical mail, or direct communication, ensuring both accessibility and confidentiality. Additionally, a formal whistle-blower mechanism allows anonymous reporting of ethical concerns, which are periodically reviewed by the Audit Committee to ensure transparency and accountability.</p> <p>Collectively, these systems reflect HPL's ongoing commitment to upholding high standards of workplace ethics, trust, and employee well-being.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1157	0	0%	1100	0	0%
- Male	1113	0	0%	1057	0	0%
- Female	44	0	0%	43	0	0%
Total Permanent Workers	359	149	41.5%	162	162	100%
- Male	160	97	60.63%	109	109	100%
- Female	199	52	26.13%	53	53	100%

8. Details of training given to employees and 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)
Employees										
Male	1323	639	48.3%	593	44.82%	97	74	76.29%	76	78.35%
Female	45	22	48.89%	20	44.44%	06	06	100%	04	66.67%
Total	1368	661	48.32%	613	44.81%	103	80	77.67%	80	77.67%
Workers										
Male	1071	553	51.68%	404	37.72%	854	621	72.72%	854	100%
Female	258	176	68.22%	114	44.19%	42	35	83.33%	42	100%
Total	1329	729	54.85%	518	38.98%	896	656	73.21%	896	100%

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

Category	FY 2024-25			FY 2023-24		
	Total	No.	Percentage	Total	No.	Percentage
Employees						
Male	1323	1323	100%	97	97	100%
Female	45	45	100%	06	06	100%
Total	1368	1368	100%	103	103	100%
Workers						
Male	1071	497	46.41%	854	854	100%
Female	258	109	42.25%	42	25	59.52%
Total	1329	606	45.60%	896	879	98%

10. Health and safety management system:

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

Yes. HPL Electric & Power Limited has adopted an occupational health and safety management system that is operational across all manufacturing units, administrative offices, and operational sites. The system ensures 100% coverage of employees and workers, focusing on creating a safe and compliant work environment. It is aligned with the requirements of ISO 45001:2018 and incorporates structured processes for risk evaluation, emergency response planning, periodic training, and continual monitoring to uphold statutory compliance and employee well-being.

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

HPL employs a systematic approach to identify work-related hazards and assess risks. This includes:

- **Routine Inspections:** The Company conducts regular site-level inspections to proactively identify potential hazards across work areas. All observations are formally recorded, and necessary actions are taken to eliminate or control identified risks in a timely manner.
- **Risk Assessments:** Periodic and comprehensive risk assessments are carried out to evaluate operational hazards that may impact worker safety. These assessments involve cross-functional participation to ensure risks are assessed from all relevant perspectives.
- **Incident Reporting:** A structured incident reporting mechanism is in place that enables employees to immediately report unsafe conditions, near misses, or incidents. All reports are documented, investigated, and addressed through corrective actions aimed at preventing recurrence.
- **Safety Audits:** Internal safety audits are conducted at regular intervals to evaluate compliance with health and safety standards. These audits also support the identification of systemic gaps and opportunities for continuous improvement.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Yes. HPL has established formal reporting protocols that empower employees and workers to proactively report unsafe conditions and remove themselves from potential risks. Multiple secure and accessible reporting channels are available, including direct communication with supervisors, a dedicated safety helpline, and a digital reporting system. These mechanisms operate with a strong emphasis on confidentiality and non-retaliation, reinforcing the organization's culture of safety accountability.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes. In line with its commitment to holistic employee welfare, HPL extends access to a range of non-occupational healthcare services. These include company-sponsored health insurance schemes, regular preventive health check-ups, workplace wellness programmes, and access to mental health and counselling support. The Company's approach integrates both physical and psychological health needs to promote overall employee resilience and well-being.

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)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

HPL Electric & Power Limited ensures a safe, secure, and health-conscious workplace through the implementation of a comprehensive occupational health and safety management system. This system is operational across all manufacturing units and office locations and is aligned with ISO 45001:2018 standards and other applicable regulatory requirements.

Key measures undertaken by the Company include:

- **Safety Training:** Employees are regularly trained on safe work practices, emergency protocols, and correct usage of equipment to build awareness and strengthen preparedness across all operational levels.
- **Emergency Response Protocols:** The Company has established structured emergency procedures, including drills and simulation exercises, to ensure timely and effective response in case of unforeseen incidents.
- **Risk Assessments:** Systematic risk identification and evaluation processes are conducted to detect potential workplace hazards, allowing timely implementation of preventive and corrective actions.
- **Continuous Monitoring:** HPL conducts periodic inspections and internal audits to monitor compliance with health and safety standards, ensuring alignment with ISO 45001:2018 and other statutory norms.
- **Health Insurance:** All employees are provided with comprehensive health insurance coverage that includes access to medical care and financial support during instances of illness or injury.
- **100% Coverage:** The Company ensures that all its employees and workers, without exception, are included under its health and safety programmes, reinforcing its inclusive and employee-centric approach.

These initiatives are backed by certified management systems such as ISO 45001:2018 (Occupational Health & Safety), ISO 9001:2015 (Quality), and other relevant standards, reaffirming HPL's commitment to maintaining a safe and healthy work environment.

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

	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

Conducted Safety Audit by Third Party

14. Assessments for the year:

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

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

HPL Electric & Power Limited adopts a structured approach to investigate and resolve safety-related incidents and address any significant risks emerging from workplace assessments. All reported incidents are thoroughly examined, and insights derived from such investigations are shared across relevant functions to drive systemic improvements and prevent recurrence. Corrective actions are designed and implemented based on the nature and severity of the risks identified. Their effectiveness is reviewed during internal safety audits, which also serve to evaluate compliance with established safety protocols and ISO 45001:2018 standards. Any significant concerns flagged through health and safety reviews are addressed using a layered risk control approach, prioritizing measures that most effectively mitigate potential hazards and ensure a safe working environment.

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

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

HPL Electric & Power Limited follows a structured and dynamic approach to identify its key stakeholder groups. The process begins with comprehensive stakeholder mapping, covering a wide spectrum including employees, customers, suppliers, investors, regulators, communities, and civil society organisations such as NGOs.

Each stakeholder group is assessed based on its level of influence, interest, and relevance to the company's operations. This evaluation supports the prioritization of stakeholder engagement activities to ensure alignment with business objectives and stakeholder expectations.

To understand stakeholder perspectives effectively, the Company employs engagement mechanisms such as surveys, consultations, interviews, and formal meetings. Feedback gathered through these channels informs strategic planning and operational decisions. The stakeholder identification and engagement process is periodically reviewed and adapted to reflect evolving business contexts, reinforcing HPL's commitment to inclusive and responsible decision-making.

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

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - specify)	Purpose and scope of engagement include key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Email, Internal Meetings, Training Programs 	Quarterly	Engagement includes discussions on workplace experience, employee development, and feedback on internal processes and policies.
Investors and Shareholders	No	<ul style="list-style-type: none"> Quarterly results Annual Reports Earnings call Analysts meet Press releases Website, Email Intimation to stock exchanges Annual General Meetings Investor meetings / conferences 	Annual and as need based	To inform the current performance of the Company and its future plans

Customers	No	<ul style="list-style-type: none"> Email, Website, Social media, Surveys 	Continuously	Engagement aims to gather input on product quality and service delivery, resolve concerns, and enhance overall customer experience.
Suppliers	No	<ul style="list-style-type: none"> Email, Supplier Meetings, Audits 	Annually	Ensuring alignment with commercial terms, reviewing supplier performance, and addressing areas of operational improvement.
Local Communities	Yes	<ul style="list-style-type: none"> Community Meetings, Local Media, CSR Initiatives 	Annually	Focused on identifying and responding to community expectations, and evaluating HPL's role in supporting local development.
Regulatory Authorities	No	<ul style="list-style-type: none"> Official Correspondence, Reports, Compliance Meetings 	As required (Ad hoc)	Ensuring adherence to legal requirements, exchanging updates on regulatory changes, and fostering transparent compliance dialogue.

PRINCIPLE 5: Businesses should respect and promote human rights

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

	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	1157	15	1.3%	NIL	NIL	NIL
Other than Permanent	211	0	0%	NIL	NIL	NIL
Total Employees	1368	15	1.1%	NIL	NIL	NIL
Workers						
Permanent	359	0	0%	NIL	NIL	NIL
Other than Permanent	1180	0	0%	NIL	NIL	NIL
Total Workers	1539	0	0%	NIL	NIL	NIL

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

	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	1157	0	0%	902	77.96%	1100	0	0%	208	18.91%
Male	1113	0	0%	860	77.27%	1057	0	0%	202	19.11%
Female	44	0	0%	42	95.45%	43	0	0%	6	13.95%
Other than Permanent	211	0	0%	0	0%	0	0	0%	0	0%
Male	210	0	0%	0	0%	0	0	0%	0	0%
Female	1	0	0%	0	0%	0	0	0%	0	0%



Workers										
Permanent	359	0	0%	169	47.08%	0	0	0%	0	0%
Male	160	0	0%	101	63.13%	0	0	0%	0	0%
Female	199	0	0%	68	34.17%	0	0	0%	0	0%
Other than Permanent	1180	1002	84.92%	403	34.15%	3824	0	0%	125	3.27%
Male	974	805	82.65%	249	25.56%	3175	0	0%	123	3.87%
Female	206	197	95.63%	154	74.76%	649	0	0%	2	0.31%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	15007596	0	0
Key Managerial Personnel	1	3510000	0	0
Employees other than BoD and KMP	1323	596436	45	425172
Workers	1134	135096	405	135096

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

	FY 2024-25	FY 2023-24*
Gross wages paid to females as % of total wages	3.07%	3.45%

*Previous year numbers have been updated incorporating a methodology change

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. The designated focal point for human rights at HPL Electric & Power Limited is the Human Resources team. The team is responsible for ensuring that the Company's operations and practices are aligned with internationally recognized human rights principles. It carries out periodic reviews of internal policies, conducts relevant risk assessments, and monitors overall compliance to identify and address potential human rights issues across the organization.

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

HPL Electric & Power Limited has established structured grievance redressal mechanisms to address concerns related to human rights. These systems are designed to be accessible and responsive, promoting a transparent and ethical workplace culture. The grievance process ensures that all complaints are handled fairly, with a focus on timely resolution, while maintaining confidentiality and accountability.

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

	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA

Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	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
Complaint on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

HPL Electric & Power Limited has instituted appropriate safeguards to protect complainants in cases of discrimination and harassment. The grievance process ensures confidentiality and impartiality, with provisions for independent review to address concerns fairly and in a timely manner. Anti-retaliation measures are in place to prevent any negative consequences for individuals who report concerns or participate in related investigations.

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

Yes. HPL Electric & Power Limited integrates human rights requirements into its contractual arrangements with suppliers, partners, and stakeholders. These agreements include provisions mandating adherence to internationally recognized human rights standards. This approach is reinforced through the Company's Supplier Code of Conduct, which clearly sets expectations for ethical conduct and respect for human rights across all business engagements.

10. Assessments for the year:

	% of your plants and offices were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/ involuntary labour	
Sexual harassment	100% of our plants and offices are internally assessed on these parameters.
Discrimination at workplace	
Wages	

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

Not Applicable, Internal reviews conducted during the reporting period did not indicate any significant concerns requiring corrective action.

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

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

Parameter	FY 2024 - 25	FY 2023 - 24
Revenue from operations (in Rs.)	16844050000	14209165000
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
From non-renewable sources		
Total electricity consumption (D)	55793.48	49660
Total fuel consumption (E)	4406.15	3611
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	60199.63	53,271
Total energy consumed (A+B+C+D+E+F)	60199.63	53,271
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000003574	0.000003749*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000073087	0.000076068*
Energy intensity in terms of physical output in MT of production	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

*Previous year numbers have been updated, incorporating a methodology change

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? 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.

HPL Electric & Power Limited does not currently have any sites or facilities classified as designated consumers (DCs) under the PAT Scheme administered by the Government of India. Accordingly, no specific energy targets have been assigned under the scheme, and remedial actions are not applicable for the reporting period.

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

Parameter	FY 2024 - 25	FY 2023 - 24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	9100
(ii) Groundwater	0	19622
(iii) Third party water	3195	1890
(iv) Seawater / desalinated water	0	0
(v) Others	530000	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	561,917	30612
Total volume of water consumption (in kiloliters)	8160.5	21512

Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	0.000000484	0.000001514*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	-	-
(Total water consumption / Revenue from operations adjusted for PPP)	0.000009907	0.000030718*
Water intensity in terms of physical output in MT of production	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Previous year numbers have been updated, incorporating a methodology change

4. Provide the following details related to water discharged:

Parameter	FY 2024 – 25	FY 2023 - 24
Water discharged by destination and level of treatment (in kiloliters)		
(i) To Surface water	151.65	No external reporting requirement in the previous year mandated disclosure of water discharge in this format, hence data in this specific categorization was not compiled at that time.
No treatment	0	
With treatment – please specify level of treatment	151.65	
(ii) To Groundwater	1000	
No treatment	0	
With treatment – please specify level of treatment	1000	
(iii) To Seawater	0	
No treatment	0	
With treatment – please specify level of treatment	0	
(iv) Sent to third parties	0	
No treatment	0	
With treatment – please specify level of treatment	0	
(v) Others	0	
No treatment	0	
With treatment – please specify level of treatment	5300	
Total water discharged (in kiloliters)	6,451.65	

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

HPL Electric & Power Limited has not implemented a formal Zero Liquid Discharge (ZLD) mechanism at present. However, the Company remains focused on strengthening its water management practices and continues to assess the technical and operational feasibility of ZLD adoption. Current efforts are directed towards optimizing water usage and improving wastewater treatment systems, in alignment with its broader sustainability objectives.

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

We are monitoring the air emissions in accordance with the statutory requirements and monitoring across our sites are carried out by the approved laboratories of the respective state pollution control boards. The concentration of all the parameters is within the permissible range and details of air emissions are submitted annually to the respective pollution control boards.

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 (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	820.21	250*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO ₂ equivalent	11267.18	11312*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	t-Co2e/million turnover	0.0000007176	0.0000008137*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	t-Co2e/million turnover	0.0000146750	0.0000165100*
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	t-Co2e/MT of production	-	-
		-	-

*Previous year numbers have been updated, incorporating a methodology change

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

Yes. HPL Electric & Power Limited continues to implement targeted initiatives to reduce Greenhouse Gas (GHG) emissions, demonstrating its commitment to environmental responsibility and energy efficiency. These efforts align with national sustainability goals and global climate action frameworks.

Key Projects Undertaken:

- **LED Lighting Implementation:**

HPL has undertaken a transition from conventional lighting systems to energy-efficient LED fixtures across its manufacturing units and office premises. This initiative significantly reduces electricity usage and contributes to lower carbon emissions.

- **Solar Power Deployment:**

The Company is progressively deploying solar energy systems at its manufacturing locations. This shift to renewable energy forms a strategic component of HPL's long-term vision to minimize dependence on fossil fuels and reduce its operational carbon footprint.

- **Energy-Efficient Equipment:**

Investments have been made in advanced energy-saving technologies such as BEE star-rated air conditioning systems, energy efficient lighting. These upgrades collectively contribute to substantial reductions in energy consumption across operations.

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)	148.387	-
Plastic waste (A)	74.98	-
E-waste (B)	0.030	-
Bio-medical waste (C)	0	-
Construction and demolition waste (D)	0	-
Battery waste (E)	0	-
Radioactive waste (F)	0	-
Other Hazardous waste specifies (G)	0.267	-
Other Non-hazardous waste generated (H). Please specify	73.11	361.00
Total (A+B + C + D + E + F + G +H)	148.387	361.00
Waste intensity per rupee of turnover (Total waste generated in MT / Rs. Crore of Revenue)	0.0000000088	0.0000000254*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/PPP adjusted revenue in Rs. Crore)	0.0000001802	0.0000005155*
Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	148.09	159
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	148.09	159
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	148.09	-
(ii) Landfilling	0	-
(iii) Other disposal operations	0	-
Total	148.09	-

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 waste.

HPL Electric & Power Limited follows structured waste management practices across its operational sites, focusing on minimization, segregation, and responsible disposal. Initiatives include recycling programmes, systematic waste segregation, and proper treatment methods to reduce environmental impact.

To address hazardous and toxic substances, HPL adopts a proactive approach that involves evaluating safer alternatives, improving process efficiency, and incorporating less hazardous materials in products wherever feasible. The Company adheres to established protocols for the containment, treatment, and disposal of hazardous waste, in compliance with regulatory standards. These practices are aimed at reducing health and environmental risks while supporting responsible manufacturing.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Not Applicable

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

Name & brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain	Relevant Web link
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During the reporting period, there were no projects undertaken that triggered mandatory Environmental Impact Assessments (EIA) under applicable laws. However, HPL Electric & Power Limited remains committed to maintaining environmental compliance and continues to monitor applicable legal requirements. In case of future projects requiring EIA, the company will duly ensure adherence to regulatory processes and disclosure obligations.

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 is compliant with the applicable environmental laws/regulations/guidelines.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

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

The Company is a member of 6 trade and industry chambers/ associations.

1b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade & industry chambers/ associations (State/National)
1	IEEMA - Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
2	ELCOMA - Electric Lamp and Component Manufacturers	National
3	PHD Chamber of Commerce	National
4	CII - Confederation of Indian Industry	National
5	GCCI - Gurugram Chamber of Commerce & Industry	Regional
6	CBIP - Central Board of Irrigation & Power	National

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

Name of authority	Brief of the case	Corrective action taken
		During the reporting period, there were no adverse orders received from regulatory authorities related to anti-competitive conduct. HPL Electric & Power Limited continues to monitor its business practices to ensure alignment with applicable competition laws and maintains its commitment to fair and ethical market conduct.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

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

During the reporting period, no Social Impact Assessments (SIA) were undertaken as per applicable regulatory requirements. HPL Electric & Power Limited continues to monitor project-related social impacts and remains committed to complying with relevant SIA obligations, if and when applicable.

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

As of the reporting period, no projects necessitated Rehabilitation and Resettlement (R&R) measures under applicable laws. However, the Company remains attentive to local community considerations and will take appropriate steps in alignment with future regulatory requirements, if such situations arise.

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

HPL Electric & Power Limited has in place defined mechanisms to receive and address community grievances. These include access to a grievance redressal cell and an online interface for logging concerns. The process is designed to ensure timely resolution, supported by periodic internal reviews to maintain transparency and reinforce responsiveness to community-related matters.

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

The Company firmly believes that the growth and sustainability of micro, small, and medium enterprises (MSMEs) are vital to the nation's development. Accordingly, it continues to prioritize engagement with small and local vendors situated near its manufacturing units and within the region, while ensuring that the selection of goods and services aligns with its standards of sustainability, reliability, and cost-effectiveness.

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	9.36%	13.02%
Directly from within India	68.30%	68.15%



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

Location*	FY 2024-25	FY 2023-24
Rural	6.47%	6.01%
Semi-urban	0.13%	0.2%
Urban	82.06%	81.80%
Metropolitan	11.34%	11.99%

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

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

HPL Electric & Power Limited has put in place a structured, multi-channel system to effectively receive and address consumer complaints and feedback. These include:

1. A dedicated customer care helpline for direct support
2. A structured online feedback form available on the official company website
3. Feedback channels facilitated through authorized distribution and channel partners
4. Company's social media platforms for consumer interactions
5. AI-enabled chatbots integrated into digital platforms to provide real-time assistance and ensure prompt resolution of consumer queries

All feedback is systematically logged and reviewed by the customer service team. Periodic evaluations are undertaken to ensure timely redressal, improved responsiveness, and continuous enhancement of the customer experience.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of our products are energy efficient
Safe and responsible usage	with guidance manual on safe, responsible usage and safe disposal
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Yes, HPL has a well-established framework on cyber security and data privacy. The Company actively monitors digital risks, promotes transparent communication with customers, and promptly addresses queries. Periodic reviews of the IT infrastructure are conducted to assess risk preparedness. To the best of our knowledge, there have been no material financial implications arising from cyber-related incidents. The Company remains compliant with relevant regulatory requirements and continues to strengthen its systems through regular evaluations, thereby safeguarding its IT assets and sensitive data.

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

HPL has implemented ongoing SOPs in several areas, including:

1. Advertising: Periodic review of promotional content to ensure adherence to advertising norms.
 2. Delivery of Essential Services: Enhancing protocols to ensure uninterrupted and reliable service delivery.
 3. Cyber Security and Data Privacy: Regular system upgrades and workforce training to maintain data protection standards.
 4. Product Recalls: Implementation of internal checks and process improvements to avoid quality-related issues.
 5. Penalties/Actions by Regulatory Authorities: Ongoing monitoring and swift action to address compliance-related matters wherever applicable.
7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

During the reporting period, no confirmed data breach incidents were formally recorded through internal escalation mechanisms.

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

Not applicable in the absence of reported or validated breaches.

c. Impact, if any, of the data breaches

No reportable impact was identified during the year under review. The Company maintains robust data protection protocols and continues to strengthen its information security framework to mitigate emerging risks.