PRECISION WIRES INDIA LIMITED

REGD. OFFICE: SAIMAN HOUSE, J. A. RAUL STREET,
OFF SAYANI ROAD, PRABHADEVI, MUMBAI - 400 025, INDIA.
TEL: +91-22-24376281 FAX: +91-22-24370687
E-MAIL: mumbai@pwil.net
WEB: www.precisionwires.com
CIN: L31300MH1989PLC054356
WORKS: PLOT NO. 125/2, AMLI HANUMAN (66 KVA) ROAD,
SILVASSA – 396 230, U.T OF D.N.H., INDIA.
TEL: +91-260-2642614 FAX: +91-260-264235

Date: 13.07.2026

BSE Limited (BSE) Corporate Relationship Department, 1st Floor, New Trading Ring, Rotunda Building, P.J. Towers, Dalal Street, Fort, Mumbai- 400 001 **Company Code: 523539**	The Manager, Listing Department **National Stock Exchange of India Limited (NSE)** 'Exchange Plaza', C-1, Block G, Bandra - Kurla Complex, Bandra (E), Mumbai – 400 051. **Symbol: PRECWIRE**

Sub: Business Responsibility and Sustainability Report for the financial year 2025-26

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26.

Request you to kindly take the above information on record.

Thanking you,

For Precision Wires India Limited

Deepika Rohit Pandey

Digitally signed by Deepika Rohit Pandey
Date: 2026.07.13 12:54:43 +05'30'

Deepika Pandey
Company Secretary and Compliance Officer

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT
(Data as on 31.03.2026)

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Company	L31300MH1989PLC054356
2	Name of the Listed Entity	Precision Wires India Limited
3	Year of Incorporation	1989
4	Registered address	Saiman House, J.A. Raul Street, Off Sayani Road, Prabhadevi, Mumbai-400 025
5	Corporate Address	Same as above
6	E-mail id	esg@pwil.net / mumbai@pwil.net
7	Telephone	08655693811 / 022-24375984 / 022-24376281
8	Website	https://precisionwires.in
9	Financial year for which Reporting is being done	2025-2026
10	Name of the Stock Exchange where Shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid Up Capital	Rs.18,28,07,975
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	1. Smt. Deepika Pandey - Company Secretary & Compliance officer Email: brsr@pwil.net 2. Shri Milan M. Mehta - Chairman & Managing Director Email Id: brsr@pwil.net
13	Reporting boundary	The disclosures under this report made 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 dt. 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 dt. 12 July, 2023)

II. Products/Services:

16. Details of business activities:

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Insulated Enamelled Winding Wire of Copper and other Insulated Electric Conductors (HS Code 8544)	100%

17. Products/Services sold by the entity:

Sr. No.	Products/Services	NIC Code	% of total Turnover contributed
1	Insulated enamelled winding wire made of copper and other insulated electric conductors	27320 (HS Code 8544)	100%

III. Operations:

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

Location	**Number of plants / Operations	Number of Offices*	Total
National	7	5	12
International	–	–	–

* including depots.
**Zaroli plant will be starting commercial operation during FY 2026-27.

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	18 States and 3 UT's
International (No. of Countries)	22

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

14.83% of Total Turnover.

c. A brief on types of Customers:

Precision Wires India Limited (PWIL) caters directly to major OEM consumers manufacturing static and Rotating Electric Equipment, Auto-Electrical, Electronics, Refrigeration and Air conditioning, Consumable Durables etc. PWIL also caters to small consumers through dealer-sector.

IV. Employees

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

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent	573	557	97.20	16	2.79
2.	Other than permanent	–	–	–	–	–
3.	Total Employees	573	557	97.20	16	2.79
	WORKERS					
4.	Permanent	228	228	100.00	–	–
5.	Other than permanent*	275	275	100.00	–	–
6.	Total Workers	503	503	100.00	–	–

* This includes contract Workers working in Silvassa, Valvada, Zaroli and Dokmardi Facilities of the Company.

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	1	50.00%

22. Turnover rate for permanent employees and workers:

	FY 2025-26			FY 2024-25		
	Male	Female	Total	Male	Female	Total
Permanent Employees	65	2	61	68	–	68
Permanent Workers	11	–	11	2	–	2

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

23. Names of holding / subsidiary / associate companies / joint ventures:

The Company doesn't have any Subsidiary / Associate Company / Joint Venture as on 31.03.2026

VI. CSR Details:

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

ii. Turnover: Revenue from operations (in Rs. Lakhs) : Rs. 5,41,018.05

iii. Net Worth (in Rs. Lakhs) : Rs. 77,234.20

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, provide a Weblink	FY 2025-26			FY 2024-25		
		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	No	0	0	–	0	0	–
Investors (other than shareholders)	No	0	0	–	0	0	–
Shareholders	Yes http://precisionwires.in/policies/	3	0	–	5	0	–
Employees and workers	Yes hr@pwil.net	0	0	–	0	0	–
Customers	Yes marketing@pwil.net & marketingstrip@pwil.net & export@pwil.net	0	0	–	0	0	–
Value Chain Partners	No	0	0	–	0	0	–
Other (please specify)	–	–	–	–	–	–	–

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

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

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying therisk/ opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or Negative implications)
1.	Environmental	R		1. The Company complies with Environmental Regulations. Our manufacturing facilities are located at Silvassa, UT of DNH & DD and Palej, Dist:- Bharuch, Gujarat 2. Silvassa Manufacturing Units are ISO 14001certified. 3. The Company has in place Environmental Policy. 4. The Company has in place Risk Management Committee constituting of Two Executive Directors and One Independent Non-Executive Director.	Negative
2.	Social	R		1. The Company complies with all the relevant Health, Safety and Labour Laws and Regulations. During the year, Silvassa units obtained ISO 45001:2018 certifications. 2. The Company has in place various policies such as Human Rights Policy, Equal Opportunity Policy. 3. The Company contributes to eligible entities under CSR. 4. The Company encourages Education of the Children of Workers and Staff. 5. The Company has covered all employees under Group Personal Accident Policy.	Negative
3.	Governance	R		1. Company has in place: - Audit Committee - Nomination & Remuneration Committee, - Risk Management Committee, - Sexual Harassment Committee, - CSR Committee and - Stakeholder Relationship Committee. 2. The Company has following policy in place: i) CSR ii) Risk Management, iii) Prevention of Trading by Insiders, iv) Whistle Blower, v) Prevention of Sexual Harassment, vi) Related Party Transactions Policy, vii) Occupational, Health and Safety (OHS), viii) Anti-Corruption and Anti-Bribery, ix) Product Quality x) Code of Conduct for Directors, KMP, SMP and Supplier/Vendors 3. Our major manufacturing facilities are in Silvassa, UT of DNH & DD, which holds ISO 9001, ISO 14001, IATF16949	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) -	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies have been approved by the Board of Directors								
c. Web Link of the Policies, if available	Policies are available on the website of the Company i.e., Policies - https://precisionwires.in/. Policies which are internal to the Company are available Internally in the Company. • Related Party Policy • Code of conduct for Directors and SMP • Archival Policy • Whistle Blower Policy • Dividend Distribution Policy • Nomination and Remuneration Policy • Materiality Policy • Terms and Condition for appointment of Independent Director • Sustainable Sourcing Policy • Grievance Redressal Policy • Environmental Policy • Human Rights Policy • Non-Discrimination, Diversity and Equal Opportunity								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
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.	Company has below Certifications: • IATF 16949: 2016, • ISO 14001:2015, • ISO 45001:2018 • ISO 9001:2015. • Underwriter Laboratories (UL) • Importer - Exporter Code (IEC) • RoHS & REACH								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The commitments and goals wherever required are set by the Company via its policies and other documents and have been mentioned in Annual Report wherever applicable.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has taken internal targets to improve it's environment performance.								

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements *(listed entity has flexibility regarding the placement of this disclosure)* Precision Wires India Limited (The Company) is committed to conducting its business in accordance with the applicable laws, rules and regulation along with the high standards of Business ethics. The Company should remain continuously engaged with customers to provide value in a responsible manner. – Shri Milan M. Mehta, Chairman and Managing Director	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri Milan M. Mehta - Chairman and Managing Director & Smt. Deepika Pandey - Company Secretary and Compliance Officer
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.	No. However our Risk Management Committee deals with Environmental, Labour, Safety and Governance related issues. The Corporate Social Responsibility Committee reviews for strategies, plans and actions being taken for engagement with society and environmental protection.

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 Board of Directors, Risk Management Committee, Audit Committee and Corporate Social Responsibility Committee, as applicable based on their terms of reference, periodically review the Company's progress against sustainability parameters and policies. They are guided on actions to be taken and review progress against these parameters.									Quarterly/Annually and on operational issue frequently (informal meetings)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Quarterly/Annually and on operational issue frequently (informal meetings)								

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
	N	N	N	N	N	N	N	N	N

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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

This principle embodies the organisation's core values and outlines its governance structure. It serves as an overview of the company's compliance management and corporate governance practices. PWIL sets a benchmark for governance by actively preventing illegal activities, thereby reducing financial risks associated with governmental sanctions for unethical behaviour through demonstrated good faith efforts.

ESSENTIAL INDICATOR

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Business Strategy, Status of the Industry, Volatility of domestic/international price of Copper and FX/INR Rates, New / Amendment in the statute consisting our Business, Risk Management and compliance.	100%
Key Managerial Personnel	5	Updates Compliance Management, Prevention of Sexual Harassment at Workplace, Human Rights, Anti-Corruption and Anti-Bribery and Health and Safety, Cyber Security, Data Privacy, Diversity, Equity and Inclusion,	100%
Employees other than BoD and KMPs,	1	Prevention of Sexual Harassment (POSH) at Workplace, Human Rights, Anti-Corruption and Anti-Bribery and Health, Safety and Skill Development, Human Rights, Whistle blower & Reporting Mechanism Training, Risk Management and Business Continuity Training, Sustainable Procurement Training, Energy Efficiency Training.	75%
Workers	*60	Labour and Human Rights, Compliance at Factory, Business ethics, Health, Fire and Safety, Handling of hazardous material, Water Conservation and Waste Management, ISO 9001:2015, ISO 16949, ISO 14001: 2016, ISO 45001: 2018, Quality and Process related Issues Whistle blower & Reporting Mechanism Training, Anti-Corruption and Anti Bribery.	91%

* Training programmes are conducted across various units in the factories

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 the Case	Has an Appeal been preferred? (Yes/No)
Penalty/Fine	NIL				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Imprisonment	NIL				
Punishment					

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

   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.** (UN SDG: 16.5)

   Yes, Company has an Anti-Corruption and Anti-Bribery Policy in place, applicable to all employees of the Company, including contract workers. The policy outlines clear guidelines and procedures to prevent and address corruption and bribery. Regular training sessions are conducted for all relevant employees to ensure awareness and compliance. The policy is available on the Company's website under the following link: https://precisionwires.in/policies/

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.** (UN SDG: 16.5)

	FY 2025-26	FY 2024-25
Director	None	None
KMP's	None	None
Employees	None	None
Workers	None	None

6. **Details of complaints with regard to conflict of interest (UN SDG: 16.6)**

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of conflict of interest of Director	NIL	–	NIL	–
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	–	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.** (UN SDG: 16.5)

   Not applicable

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

Particulars	FY 2025-26	FY 2024-25
Number of days of Accounts Payables	78 days	56 days

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

Parameters	Parameters	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	7.68%	1.43%
	b. Number of trading houses where purchases are made from	6	6

LEADERSHIP INDICATORS

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:** (UN SDG: 16.7)

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Code of conduct for supplier / vendor, prevention of sexual Harassment, Health and Safety, Human Rights, Whistle Blower, Anti Bribery and Anti Corruption.	60%

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 Chairman of both the Audit Committee and the Nomination & Remuneration Committee is a Non-Executive Independent Director. Each of these committees consists of three Non-Executive Independent Directors. To prevent conflicts of interest, the company has implemented the following policies, and each board member annually affirms their compliance with the Code of Conduct:

a. Code of Conduct for the Board of Directors, Key Managerial Personnel, and Senior Management Personnel.

b. Policy on Related Party Transactions.

Further, every year in the first meeting of the Board of Directors, the Directors are required to disclose their Interest in a particular format

PRINCPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

This Principle promotes organisational transparency regarding its research and development efforts, highlighting their societal and environmental impacts. It entails disclosing sourcing and procurement practices, effective waste management throughout project and product life cycles, thereby ensuring business sustainability through responsible social and environmental stewardship.

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.**

	2025-26	2024-25	2023-24
R&D	NIL	NIL	NIL
Capex	NIL	NIL	NIL

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)** (UN SDG: 5.2,8.8,16.1):

Yes. The Company has in place Supplier Code of Conduct, which mandates compliance with internationally recognized standards covering Labour and Human Rights, Occupational Health and Safety, Environmental Sustainability, Business Integrity, and Governance. This framework ensures that all business partners, including suppliers and service providers, align their practices with these core principles. The Company also has in place Sustainable Sourcing Policy. The Policy outlines various Commitments. Further all the major suppliers of the Company are also having in place a robust framework regarding sustainability.

The policy can be accessed at https://precisionwires.in/policies/

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

Yes. Our primary raw material i.e. Copper contributes to over 90% of total procurement/sourcing. Our Copper suppliers are large organised players and have fully integrated social, ethical and environmental performance factors into their day to day process.

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:** (UN SDG: 3.9,6.3,6.6,8.4,11.6,12.4)

The Company prioritizes sustainable waste management and environmental protection. The Company is committed to environmentally friendly operations and efficient resource utilization.

a. **Plastics (including packaging):** Plastic and wooden packing materials are reused multiple times, and any plastic waste generated is sold to authorized vendors who hold a recycling license.

b. **E-waste:** E-waste is disposed in accordance with prescribed rules and regulations.

c. **Hazardous Waste:** Hazardous Waste is disposed in accordance with prescribed rules and regulations.

d. **Other Waste:** Other waste sent to government approved statutory Agency for Suitable disposal.

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, the Company had obtained an Extended Producer Responsibility (EPR) certificate, under the Plastic Waste Management Rules, 2016. The Company ensure that its waste collection procedures adhere to EPR guidelines. Furthermore, active measures are continuously pursued to develop strategies aimed at achieving efficient and impactful waste management practices in line with regulatory requirements.

Company plans to reduce such imports wherever possible and also is exploring alternative packaging with the suppliers.

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?:** (UNSDG: 12.4)

Yes, Life Cycle Assessment has been conducted for Enamelled Copper Winding Wire:

NIC Code	Name of Product / Service	% of Total Turnover contributed	Boundary for Which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency	Result communicated in public domain (Yes or No)
27320	Enamelled Copper Winding Wire	72%	Cradle to gate	YES	NO

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.** (UNSDG: 3.9,6.3,8.4,11.6,12.4)

As per the Life Cycle Perspective / Assessments conducted, there are no significant social or environmental concerns and/or risks arising from production or disposal of your products.

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)** (UNSDG: 8.4,12.2,12.5)

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Plastic	Less than 1%	Less than 1%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format** (UNSDG: 8.4,12.2,12.5)

	2025-26			2024-25		
	*Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
*Plastic Waste	–	–	142.22	–	–	98.51
E-waste and Battery Waste	–	–	0.49	–	–	5.87
Hazardous Waste	–	–	91.14	–	–	194.29
Non Hazardous Waste	–	–	977.63	–	–	852.25

*Plastic waste was sold to registered recyclers.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category** (UNSDG: 8.4, 12.2, 12.5)

Please refer to responses to Question 3 and 4 above

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

This Principle encompasses an organisation's comprehensive policies and practices aimed at ensuring the well-being of its people, including equal opportunities, diversity, health and safety, employee engagement and performance reviews, and learning and development. PWIL's Code of Conduct, Business Practices, and Company Handbook provide guidelines for employee well-being, emphasising participation, freedom, equality, and a harassment-free workplace. The company ensures the safety of its female employees through its 'Prevention of Sexual Harassment' policy. Employee-related policies are regularly updated in accordance with amendments to applicable laws for employee welfare.

ESSENTIAL INDICATOR

1. a. Details of measures for the well-being of employees: (UNSDG: 3.2,5.4,8.5,8.6)

Category	% of employees covered by										
	TOTAL (A)	*Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	557	210	37.70	557	100%	–	–	–	–	–	–
Female	16	–	–	16	100%	–	–	–	–	–	–
Total	573	210	36.65	573	100%	–	–	–	–	–	–
Other than Permanent Employees											
Male	–	–	–	–	–	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	–	–	–	–	–	–	–	–	–	–	–

* Reimbursement of premium for Health Insurance is given by the Company.

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

Category	% of Worker covered by										
	TOTAL (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	228	228	100%	228	100%	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	228	228	100%	228	100%	–	–	–	–	–	–
Other than Permanent Workers											
Male	275	–	–	275	100%	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	275	–	–	275	100%	–	–	–	–	–	–

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

	FY 2025-26	FY 2024-25
Cost incurred on well being measures as a % of total revenue of the Company	–	–

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

Benefits	FY 2025-26			FY 2024-25		
	*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	99.5%	100%	Yes	99%	100%	Yes
ratuity	95%	100%	Yes	95%	100%	Yes
*ESI	4.24%	–	Yes	2.39%	–	Yes
Others-Please specify	–	–	–	–	–	–

Further in the union territory of Daman, Diu and Dadra Nagar Haveli and Palej ESI is not implemented. The employees who have retired and re-appointed, the PF is not deducted from their salary. The above calculation doesn't include other than permanent employees.

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, however currently we do not have any differently abled employees and workers. Ramps have been built to facilitate easy movement of differently abled employees.

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 has an equal opportunity policy in line with the Rights of Persons with Disabilities Act, 2016. To learn more about our diversity and equal opportunity policy, please visit https://precisionwires.in/policies/

5. *Return to work and Retention rates of permanent employees and workers that took parental leave: [UNSDG:5.1,5.4,8.5,8.6]

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

*During the year no parental leave was availed.

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: (UNSDG:16.6)

To	Yes/No *If Yes, then give details of the mechanism in brief)*
Permanent Workers	Yes.
Other than Permanent Workers	Yes, the Company has a comprehensive mechanism in place to receive and redress grievances for employees and workers, as outlined in the Company's Whistle Blower Policy and Grievance Redressal Policy. We have a mechanism to ensure that any grievances are addressed promptly and effectively through the concerned HR Department/Person. It applies to all employees, workers, directors, and stakeholders, including vendors, suppliers, lenders, customers, business associates, and trainees. The policy encourages reporting any unethical behaviour, misconduct, or violations of the Company's Code of Conduct. The mechanism to resolve and redress the grievance is outlined in detailed under the Grievance redressal Policy which is available on the Company website under link https://precisionwires.in/policies/
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: (UNSDG: 8.8)

Category	FY 2025-26			FY 2024-25		
	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 Employee*	573	–	0.00%	458	–	0.00%
- Male	557	–	0.00%	444	–	0.00%
- Female	16	–	0.00%	14	–	0.00%
Total Permanent Workers	228	228	100.00%	246	246	100.00%
- Male	228	228	100.00%	246	246	100.00%
- Female	–	–	–	–	–	–

* As per the last agreements with the Unions.

8. Details of training given to employees and workers: [UNSDG: 4.3,5.1,8.2,8.5,10.3)

Category	FY 2025-26					FY 2024-25				
	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	557	367	65.88	367	100.00	444	444	100.00	444	100.00
Female	16	16	100.00	16	100.00	14	14	100.00	14	100.00
Total	573	383	100.00	383	100.00	458	458	100.00	458	100.00
Workers										
Male	228	228	100.00	228	100.00	246	246	100.00	246	100.00
Female	–	–	–	–	–	–	–	–	–	–
Total	228	228	100.00	228	100.00	246	246	100.00	246	100.00

9. Details of performance and career development reviews of employees and worker: [UNSDG: 4.3,5.1,8.5,10.3]

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	–	–	–	–	–	–
Female	–	–	–	–	–	–
Total	–	–	–	–	–	–
Workers						
Male	–	–	–	–	–	–
Female	–	–	–	–	–	–
Total	–	–	–	–	–	–

Note : Career development of all employees and workers is done through annual appraisal System

10. Health and safety management system: [UNSDG: 3.3, 3.5, 3.8, 8.8, 16.7]

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

Yes, we have an Internal Health and Safety Management System. The Company has also formulated the policy relating to occupational health and safety (OHS) which specifies the Standards for OHS. Various trainings are also imparted during the year to employees in relation to health and safety management. The manufacturing units of the Company are certified with ISO 45001:2018 standards. This system covers all personnel, including permanent, temporary, and contract workers, as well as contractors and subcontractors working on the Company's premises. It applies to all facilities, units, departments, sales offices, branches, and operations throughout India.

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

The Company employs a comprehensive risk management strategy to identify work-related hazards and assess risks on both routine and non-routine bases. The processes used for this purpose include:

i. Hazard Identification & Risk Assessment (HIRA)
ii. Health and Safety Risk Assessment periodic audit.
iii. Safety Committees at various Units
iv. General Safety Rules
v. Workforce Training and Awareness
vi. Periodic Health and Safety Meetings
vii. Regular Internal Inspections and Safety Audits
viii. Medical Examination
ix. Emergency Preparedness
x. Preventive maintenance and calibration of equipments

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

Yes, the Company has implemented robust processes for workers to report work-related hazards and remove themselves from such risks. The Company ensures a safe and transparent environment by providing multiple channels for hazard reporting and preventive measure such as:

i. Whistle Blower Policy and Grievance Redressal Policy
ii Safety Committee Meetings
iii. Suggestion Box
iv. Emergency Trainings
v. Reporting in the Risk Register

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

Yes, a Medical examination is conducted at every six months. The special health check ups are conducted for the workers those who are exposed to Hazardous Chemicals. Personal Protective Equipment (PPE) is provided to all workers. The Company ensures safety with fire alarms, emergency exits, and staircase railings. Regular mock drills are conducted to prepare employees and workers for emergency situations. The Company ensures safety with fire alarms, emergency exits. Regular mock drills are conducted to prepare employees and workers for emergency situations.

These measures reflect the Company's commitment to the comprehensive health and safety of its employees and workers, ensuring they have access to essential medical and healthcare services beyond occupational requirement.

11. Details of safety related incidents, in the following format: [UNSDG:3.3,3.4,3.6, 3.9,8.8,16.1]

Safety Incident / Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	–	–
	Workers	–	–
Total recordable work-related injuries	Employees	–	–
	Workers	–	–
No. of fatalities	Employees	–	–
	Workers	–	–
High consequence work-related injury rill-health (excluding fatalities)	Employees	–	–
	Workers	–	–

12. Describe the measures taken by the entity to ensure a safe and healthy work place:[UNSDG: 3.6, 8.8, 16.1]

The following measures are taken by the entity to ensure a safe and healthy work place:

i. Occupational Health and Safety Management System:

The Company has implemented an Occupational Health and Safety (OHS) management system aligned with ISO 45001:2018 standards in major plants. This system helps in maintaining high safety standards and ensuring compliance with applicable laws and regulation.

ii. Safety Committee:

The Company has a dedicated Safety Committee that meets regularly to discuss safety-related issues and assess the sufficiency of safety resources.

iii. Training and Awareness:

Mandatory safety training is provided to newly joined employees and workers as part of their induction. Additionally, regular training programs are conducted for all employees and workers to ensure continuous improvement in safety practices.

- The Company celebrates Safety Week annually, organizing various safety and health-related training programs and Mock drills are also conducted at regular intervals.

Awareness is created through display of signage, precautionary boards, training of fire& safety, health and first aids.

iv. Internal Inspection and Safety Assessment:

Internal inspection and Safety related assessment are carried out regularly at all over the plants. Based on such inspection and assessment, proper action are taken.

v. Emergency Preparedness:

The Company ensures safety with fire alarms, emergency exits, and Regular mock drills are conducted to prepare employees for emergency situations. Comprehensive procedures for reporting and investigating occupational accidents, injuries, and illnesses are in place, ensuring compliance with Indian legal requirements.

vi. Medical and Healthcare Facilities:

Facilities include medical kits, first aid boxes and scheduled doctor visits and Routine medical check-ups are conducted to monitor the health of employees.

vii. Personal Protective Equipment (PPE):

Proper maintenance of personal protective equipment is done to minimize work hazards. PPE is provided to all workers, ensuring their safety during operations.

viii. Incident Reporting and Grievance Mechanism:

A robust incident reporting mechanism is in place for employees and workers to report workplace-related injuries and near misses. The Company also maintains Risk Registers. Grievances and queries are addressed promptly, ensuring timely resolutions and enhanced safety measures.

Through these comprehensive measures, the Company is committed to creating a safe and healthy work environment, ensuring the well-being of its employees and maintaining high standards of safety across all operation.

13. Number of Complaints on the following made by employees and workers: [UNSDG:16.6]

Category	2025-26			2024-25		
	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	Nil	Nil	–	Nil	Nil	–
Health & Safety	Nil	Nil	–	Nil	Nil	–

14. Assessments for the year:

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

*Assessed Internally by the Company.

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: (UNSDG: 8.8)

The following corrective actions taken or underway:

(i) SOP's are being displayed in the workplace and the employees are getting educated;

(ii) Organized Safety training programs to create the awareness on safety;

(iii) Employees have been advised to wear the PPE's in the workplace;

(iv) Work instructions for Safe Work Practices are made & readily available.

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): (UNSDG: 5.4,8.5)

A. Employees - Yes

B. Workers - Yes

The Company offers compensatory packages for both employees and workers in the event of death. Employees are covered under a Group Personal Accident policy and the Employees' State Insurance Corporation (ESI).

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

The Company undertakes statutory compliance review, due diligence review, etc. from time to time to ensure that it adheres to the requirements of deduction and deposit of employee dues like income tax, provident fund, professional tax, ESIC (Employees' State Insurance Corporation), etc. In case of value chain partners, they are themselves responsible to comply as per the Law.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	–	–	–	–
Workers	–	–	–	–

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? [UNSDG: 4.3, 8.5, 10.3]

Currently, the Company does not offer a transition assistance program for employees facing a career-ending situation. Instead, its focus is on continuously enhancing the skills and capabilities of its existing employees.

5. Details on assessment of value chain partners (UNSDG: 5.2, 8.8, 16.1)

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	45%
Working Conditions	45%

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: [UNSDG: 3.6, 8.8, 16.1]

Nil

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

This principle underscores the Company's strategy for stakeholder engagement. It emphasises the importance of considering the expectations of all stakeholders, both internal and external, involved in its business activities. Transparent and effective communication with stakeholders is crucial for addressing sustainability issues that significantly impact its business operations.

ESSENTIAL INDICATORS:

1. **Describe the processes for identifying key stakeholder groups of the entity:** [UNSDG: 16.7]

The Company employs a systematic approach to identify key stakeholder groups integral to its business operations. This includes stakeholders such as employees, shareholders, investors, customers, channel partners, regulatory bodies, and communities, among others. In identifying these stakeholders, the Company emphasizes inclusivity and actively engages with them to understand their priorities and concerns.

This engagement is pivotal in gaining insights that help to mitigate risks, enhance credibility, and foster enduring trust-based relationships. By listening, connecting, and collaborating effectively, the Company aims to address stakeholder expectations proactively, ensuring alignment with its strategic goals and sustainable business practices.

2. **List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:** [UNSDG: 16.7]

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, Written/Verbal Communications, SMS, WhatsApp, Newspaper, Pamphlets, Community meetings, advertisement, 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 and Workers	No	Emails, Interactive Meetings, Training Programmes Reports One to one interaction, Sports events Notice Board, WhatsApp	Regularly and Whenever required	Operations, Training, Environmental, Health and Safety, Quality, Production, Process Control, Complaints, Wastages, Audit, Certifications, Customer, Supplier and other Stakeholder related, Statutory and Legal Compliance, HR Related matters etc.
Supplier	No	Emails, Written/ Verbal Communications, Meetings, WhatsApp Agreements	Periodically	Quality, Cost, Logistics, Accounts and Payment related, Statutory and Legal Compliances etc.
Customer	No	Company Website Meetings, Emails, Written/ Verbal Communications, WhatsApp	Regular	Quality, Cost, Logistics, Accounts and Payment related, Sales, Statutory and Legal Compliances, New Product and Business Development, Product Quality, Product Pricing, Grievances and Feedbacks etc.
Investor / Shareholder	No	Newspaper Advertisement, Website, Regulatory Submissions, Annual report, SMS, Emails, Meetings	As per statutory Compliance whenever required	Quarterly and Annual Financial Performance, Important updates, Mandatory/Statutory Communications, Addressing Complaints and Queries etc.
Lenders	No	Meetings, Emails, Written/ Verbal Communications, SMS, WhatsApp	Regular	Day to day Banking and other financial matters, Statutory and legal Compliances, Documentation, Business Updates etc.
Government and Regulatory Authorities	No	Meetings, Emails, Written/Verbal Communications, Statutory Returns and Forms, Periodic Uploading/Submission of information as required, Applications for permissions/ renewal, Replies to Notices/ Letters etc	Regular	Statutory and Legal Compliances
Community and Society	Yes	Meetings, Written/Verbal Communications, Emails	Regular	Day to day operational and HR related issues, Corporate Social Responsibility related issues etc.

LEADERSHIP INDICATOR

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board:** [UNSDG: 16.7]

The Company prioritizes ongoing consultation with its primary stakeholders to ensure robust communication regarding economic, environmental, and social matters. Board of Directors has delegated day to day engagement with the Stakeholders on economic, environmental and social topics to the Managers and Executives. Key updates from such engagement are shared with the Board during the Board Meetings and respective Committee Meetings. The Board gives necessary directions to the Management as required upon receiving such updates. This approach underscores Company's dedication to transparency, accountability, and responsiveness in addressing stakeholder concerns and advancing sustainable business practices.

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

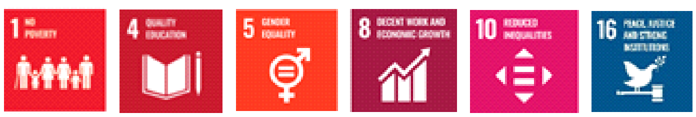
Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics. Our Company regularly engages with stakeholders to gather input on environmental and social matters. These consultations have directly shaped our policies and activities.

1. Water concerns led to implementing water recycling systems such as EPT and STP's at our facilities.
2. Created local employment opportunities.
3. Employee input highlighted safety needs, leading to enhanced protocols and training programs.
4. We collaborate closely with local administration and DNH authorities on joint initiatives that address environmental and social priorities, enhancing the impact of our sustainability effort.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups: [UNSDG: 16.7]

The Company works closely with vulnerable and marginalized groups. Before starting projects, we conduct thorough needs assessments in communities where we operate. We actively consult stakeholders to understand their views. Through meaningful discussions, we address their concerns and align our projects with their needs. This reflects our commitment to inclusive and responsible implementation, supporting sustainable development and building positive relationships with all stakeholders, particularly those who are vulnerable or marginalized.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



The core objective of this Principle is to assist organisations in demonstrating their commitment to integrating human rights values and principles into key processes and decisions.

The Company has established procedures to effectively engage with relevant stakeholders on human rights, ensuring a safe, healthy and productive workplace in consultation with employees. Company places significant emphasis on human rights through its Human Rights policy, which outlines a clear strategy to uphold all employees' rights.

The policy reinforces a commitment to comply with applicable laws and uphold the United Nations Global Compact's principles on human rights and labour. Key features include safeguarding employee rights, fostering an inclusive workplace that values diversity, and prohibiting child labour and forced labour. The policy also addresses working conditions, compensation and benefits, workplace health and safety, freedom of association, and the right to collective bargaining.

ESSENTIAL INDICATOR

1. *Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format: [UNSDG: 4.3, 8.5, 8.8, 10.3, 16.5, 16.7]

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	573	492	86.24	458	395	86.24
Other than permanent	–	–	–	–	–	–
Total Employees	573	492	86.24	458	395	86.24
Workers						
Permanent	228	228	100.00	246	246	100.00
Other than permanent	275	138	50.00	108	108	100.00
Total Workers	503	366	72.76	354	354	100.00

* Formal and Informal trainings on human rights issues are conducted through out the year.

2. Details of minimum wages paid to employees and workers, in the following format: [UNSDG: 1.2, 5.1, 8.5, 10.3]

Category	2025-26					2024-25				
	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	573	–	–	573	100.00	458	–	–	458	100.00
Male	557	–	–	557	100.00	444	–	–	444	100.00
Female	16	–	–	16	100.00	114	–	–	14	100.00
Other than Permanent	–	–	–	–	–	–	–	–	–	–
Male	–	–	–	–	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–
Workers										
Permanent	228	–	–	228	100.00	246	–	–	246	100%
Male	228	–	–	228	100.00	246	–	–	246	100%
Female	–	–	–	–	–	–	–	–	–	–
Other than Permanent	275	–	–	275	100.00	108	–	–	108	100%
Male	275	–	–	275	100.00	108	–	–	108	100%
Female	–	–	–	–	–	–	–	–	–	–

3. a. Details of remuneration/salary/wages, in the following format: [UNSDG: 16.7]

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (Rs. in Lakhs)	Number	Median remuneration/salary/ wages of respective category (Rs. in Lakhs)
*Board of Directors (BoD)	3	133.83	–	–
Key Managerial Personnel	1	30.53	1	18.41
**Employees other than BoD and KMP and Worker	780	4.65	16	5.59

* Board of Directors figures excludes Independent Directors, who are eligible only for Sitting fees. Shri Mahendra Mehta, Chairman and Director of the Company resigned w.e.f. 01.10.2024.

**Employees exclude contract workmen and Trainees.

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

	FY 2025-26	FY 2024-25
Gross Wages paid to Females as % total Wages	2.82%	3.81%

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 employees can report any Human Rights related issues through designated email id hr@pwil.net or through their respective managers. For addressing issues in relation to Sexual Harassment an Internal Committee exists along with Committee at the Company level. The employees can report the any incident through the designated email id posh@pwil.net.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. [UNSDG: 16.6]

The Company has established robust internal mechanisms to address grievances related to human rights issues. The Company's Human Rights Policy aims to protect and promote human rights across its operations. Such as i.e. Human Rights Policy, Non Discrimination, Diversity and Equal Opportunity Policy and Policy for prevention of Sexual harassment at workplace. The policies can be accessed at https://precisionwires.in/policies/. This policy applies to all employees, contractors, suppliers, and partners, covering a broad spectrum of human rights principles. Any grievances concerning human rights violations can be reported at hr@pwil.net.

In addition, the Company's POSH (Prevention of Sexual Harassment) Policy aims to promote a healthy, prejudice-free work environment and protect against sexual harassment. An Internal Complaints Committee (ICC) is constituted for each relevant workplace, including a senior-level woman employee as the Presiding Officer and Members with experience in social work or legal knowledge. Complaints of sexual harassment can be submitted in writing to the ICC, which investigates every formal complaint, conducts inquiries in accordance with principles of natural justice, and takes appropriate remedial measures. The policy ensures the privacy of individuals involved and maintains confidentiality of complaint details. Supported by the Whistle-blower Policy and the Board's oversight, these mechanisms ensure that grievances related to human rights issues are addressed promptly and effectively, reinforcing the Company's commitment to maintaining a fair and respectful workplace.

6. **Number of Complaints on the following made by employees and workers:** [UNSDG: 5.1,5.2,8.7,8.8,16.2,16.6]

Category	FY 2025-26			FY 2024-25		
	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	–	0	0	–
Discrimination at workplace	0	0	–	0	0	–
Child Labour	0	0	–	0	0	–
Forced Labour / Involuntary Labour	0	0	–	0	0	–
Wages	0	0	–	0	0	–
Other human rights related issues	0	0	–	0	0	–

7. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:** [UNSDG:16.6]

   The Company is deeply committed to fostering a healthy and inclusive work environment where all employees and workers, regardless of gender, caste, creed, or social class, can thrive. The Company maintains a zero-tolerance policy toward sexual harassment, ensuring that any instances of such misconduct are met with severe disciplinary measures. As part of this commitment, it has implemented a comprehensive strategy aimed at preventing, prohibiting, and punishing acts of sexual harassment. This strategy also focuses on educating employees and workers about behaviours that constitute harassment, promoting awareness and understanding throughout the organization. To safeguard individuals who report instances of discrimination or harassment, the Company has formulated a robust Whistle Blower Policy. This policy provides a secure mechanism for directors, employees, and workers to raise concerns about any violations of legal or regulatory requirements, including issues related to harassment. The identity of the whistle-blower is kept confidential throughout the investigation process, ensuring they do not face any adverse consequences for their actions.

8. **Do human rights requirements form part of your business agreements and contracts:** [UNSDG:5.2,8.8,16.1,16.7]

   Yes, human rights requirements form an integral part of the Company's business agreements and contracts. It incorporates its Supplier Code of Conduct (SCoC) into all business agreements, purchase orders, and contracts with suppliers.

9. **Assessment for the Year:** [UNSDG:5.2,8.7,16.2]

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

   *The plants were assessed by the entity itself.

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

    No significant risks or concerns were identified in the assessment during the FY.

<u>**LEADERSHIP INDICATORS**</u>

1. **Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.** [UNSDG:16.6]

   During the FY, no modifications or new processes were introduced as result to address human rights grievances or complaints. However, the Company remains firmly committed to preventing any violations of human rights.

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

   The Company's commitment to human rights is unwavering, and it actively addresses any violations through a comprehensive approach. It prioritizes creating a safe, harassment-free environment and upholding fundamental rights for all individuals.

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.

4. **Details on assessment of value chain partners:** [UNSDG: 5.2, 8.7, 8.8, 16.1]

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

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:** [UNSDG: 5.2, 8.7, 8.8, 16.1]

   The Company is currently in the process of conducting a comprehensive evaluation of its value chain partners with regard to ESG (Environmental, Social, and Governance) aspects. It anticipates completing this evaluation in the coming year.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

The principle encourages organisations to assess and mitigate potential environmental impacts from their business operations and supply chain activities. This involves implementing procedures and practices to reduce or eliminate negative consequences throughout the value chain.

ESSENTIAL INDICATORS

1. **Details of total energy consumption (in Joules or Multiples) and energy intensity, in the following format:** [UNSDG: 7.2, 7.3, 8.4, 12.2, 13.1]

Parameter	FY 2025-26 (Unit GJ)	FY 2024-25 (Unit GJ)
Total electricity consumption (A)	2,52,120.44	2,33,063.71
Total fuel consumption (B)	2,304.03	881.05
Energy consumption through Other sources (C) - Solar	3,414.58	3,706.74
Total energy consumption (A+B+C)	**2,57,839.05**	**2,37,651.50**
Energy intensity per rupee of turnover (GJ/INR in Lakhs)	0.48	0.59
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	**9.85**	**12.23**
Energy intensity in terms of physical Output	**5.18**	**5.45**
Energy intensity (optional) - the relevant metric may be selected by the entity	–	–

Above mentioned data relates to energy consumption at our factories.

*Assumptions: 1KWH =3.6 MJ and 1GJ=1000MJ and 1L diesel=38.6 MJ. The data of only Silvassa and Palej works facilities are included.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

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:** [UNSDG: 7.2, 8.4, 12.2, 13.2]

   Not Applicable

3. Provide details of the following disclosures related to water, in the following format: [UNSDG: 6.3, 6.4, 12.4]

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	–	–
(ii) Groundwater (borewell)	39,022	34,050
(iii) Third party water	8,028	5,270
(iv) Seawater / desalinated water	–	–
(v) Others	–	–
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	47,050	39,315
Total volume of water consumption (in kilolitres)	47,050	39,315
Water intensity per rupee of Turnover (Water consumed / turnover)	0.09	0.10
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1.80	2.02
Water intensity in terms of physical output	0.95	0.90
Water intensity (optional) - the relevant metric may be selected by the entity	–	–

Above mentioned data relates to water consumption at our factories. The above data pertains to manufacturing facilities situated at Palej and Silvassa (Units-1, 2 and 5)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: NO

4. Provide the following details related to water discharged: [UNSDG: 6.3,6.4,12.4]

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) To Surface water	–	–
- No treatment	–	–
- With treatment-please specify level of treatment	–	–
(ii) To Ground water	–	–
- No treatment	–	–
- With treatment-please specify level of treatment	–	–
(iii) To Seawater	–	–
- No treatment	–	–
- With treatment-please specify level of treatment	–	–
(iv) Sent to third-parties	161.48	109.98
- No treatment	–	–
- With treatment-please specify level of treatment	Multi Effect Evaporator (MEE)	Multi Effect Evaporator (MEE)
(v) Others	–	–
- No treatment	–	–
- With treatment-please specify level of treatment	–	–
Total water discharged (In kilolitres)	161.48	109.98

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation: [UNSDG: 6.3,6.4,12.4]

Yes, the Company has implemented Zero Liquid Discharge mechanism at its Silvassa Units. The effluent generated inside the campus is treated in the ETP and reused for internal purposes duly maintaining Zero Liquid Discharge (ZLD) status by means of internal recycling. Along with Zero Liquid Discharge many other mechanisms have been implemented which are as below:

Details of Coverage and Implementation:

1. **Effluent Treatment Plant (ETP) and Sewage Treatment Plants (STPs):** An Effluent Treatment Plant is used to treat industrial wastewater to remove harmful chemicals, toxins, and pollutants before discharging it into the environment or reusing it. The manufacturing facilities are equipped with STPs that treat wastewater generated from domestic sources such as toilets and canteens. The treated water is then repurposed for on-site applications, including flushing and gardening.
2. **Water Reuse:** Approximately 4108.37 KL of treated water was utilized for various purposes in above mentioned Silvassa and Palej Units. This practice helps in minimizing the volume of water discharged beyond the premises.
3. **Regulatory Compliance:** The Company ensures compliance with all relevant regulatory guidelines and standards for wastewater management. Its STPs are designed to meet these requirements and manage treated water responsibly.

6. ***Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:** [UNSDG: 3.9, 12.4, 14.3, 15.2]

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	<= 25 mg/Nm3	Within limit	Within limit
Sox	< =40 mg / Nm3	Within limit	Within limit
Particulate matter (PM)	< =150 mg / Nm3	Within limit	Within limit
Persistent organic pollutants (POP)	–	–	–
Volatile organic compounds (VOC)	–	–	–
Hazardous air pollutants (HAP)	–	–	–
Others - please specify	–	–	–

* Our readings at our Silvassa Units are below the prescribed limits

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.:- NO

7. ***Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:** [UNSDG: 3.9, 12.4, 13.1, 14.3, 15.2]

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	414.84	324.86
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	49,723.75	46,945.75
Total Scope1 and Scope 2 emissions per rupee of Turnover	Tones Rs. in Lakhs	0.09	0.12

* The emission is calculated based on the data of Palej, Silvassa (Units-1, 2 and 5). Since the emission factor for the 2025-26 is not yet published by DEFRA, the emission is calculated based on the emission factor published by DEFRA for the year 2024-25.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details**: [UNSDG: 3.9, 7.2, 12.4, 13.1, 14.3, 15.2]

Yes, the Company has implemented several projects aimed at reducing Greenhouse Gas (GHG) emissions through energy conservation, equipment upgrades, and operational efficiencies. These initiatives underscore the commitment to environmental sustainability:

a. **Plant and Machinery:** Our enamelling machines are equipped with catalytic combustion and heat recirculation systems, which result in a reduction of Green House Gas emissions. During the year, several equipments were replaced with newer and more energy efficient equipments, which resulted in reduction of Green House Gas emission.

b. **Energy Audits and Maintenance:** Periodic energy audits and preventive maintenance help identify and address energy losses. It also monitors and rectify air leakage to reduce air consumption.

c. **Sensor Based Lighting and LED Lighting:** Energy-efficient, sensor-based lights installed at various locations to ensure lights operate only when needed, optimizing power use. The Company has replaced all CFL bulbs with LED bulbs to lower energy consumption and enhance lighting efficiency.

d. **Rooftop Solar Power Installation:** Company has solar rooftop power capacity of 1020 KW solar power.

e. **Awareness Programme:** Fostering awareness about energy conservation and GHG reduction among employees.

f. **Power Factor Improvement and Thermographic Studies:** The Company has proactively improved the Power factor in stages in during the last year, which has resulted in power saving during this year. Regular thermal imaging of electrical panels helps identify issues early, ensuring optimal system performance.

g. **Battery-Operated Material Handling Equipment:** The use of battery-powered pallet trucks and stackers reduces fossil fuel consumption and lowers carbon emissions within the factory premises. This initiative contributes to the Company's long-term goal of reducing Green House Gas (GHG) Emissions.

9. *Provide details related to waste management by the entity, in the following format:
[UNSDG: 3.9, 6.6, 8.4, 11.2, 11.6, 12.4, 15.1]

Parameter	FY 2025-26	FY 2024-25
*Total Waste generated and disposed (in metric tonnes)		
Plastic waste (A)	142.22	98.51
E-waste (B)	0.49	0.31
Bio-medical waste (C) (In Nos.)	–	–
Construction and demolition waste (D)	–	–
Battery waste (E)	–	5.56
Radioactive waste (F)	–	–
Other Hazardous waste. Please specify, if any. (G) (*Used Oil, Industrial Waste water, Chemical sludges, Contaminated rags, Empty Barrels containing hazardous chemical, Oily Mud)	91.14	194.29
# Other Non-hazardous waste generated (H). (Ferrous, Wooden, Paper, Electrical scrap)	977.62	852.25
Total (A+B+C+D+E+F+G+H)	1,211.45	1,150.92
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0022	0.0031
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.046	0.059
Waste intensity in terms of physical output	0.024	0.026
Waste intensity (optional) - the relevant metric may be selected by the entity		
*For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in Metric tonnes)		
Category of waste		
(i) Recycled	–	–
(ii) Re-used	–	–
(iii) Other recovery operations	–	–
Total	–	–
*For each category of waste generated, total waste disposed by nature of disposal method (in Metric tonnes)		
Category of waste		
(i) Incineration	21.93	55.09
(ii) Landfilling	7.72	0.28
*(iii) Other disposal operations	1,181.80	1,095.55
Total	1,211.45	1,150.92

*The plastic given to outsider for recycling are considered. The above waste data pertains to Silvassa (Units -1, 2 and 5) and Palej. Assuming density of used oil as 0.89 KG/per liter.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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: [UNSDG: 3.9, 6.3, 6.6, 8.4, 11.6, 12.4]

The Company is committed to responsible waste management and minimizing environmental impact through effective practices and strategies. It has implemented a comprehensive waste management policy and adopted measures to handle all forms of waste efficiently:

a. **Policy and Commitment:** The Waste Management mechanism focuses on minimizing waste generation and promoting recovery, reduction, reuse, and recycling.

b. **Water Waste Management:** The Company utilizes Sewage Treatment Plants (STPs) and ETP's to manage wastewater from its operations. The treated water is reused on-site for non-potable purposes such as flushing and gardening, effectively minimizing water discharge beyond the Company premises.

c. **Hazardous Waste:** This includes used oil, Chemical Sludges, Empty Barrels and Hazardous Chemical. The Company manages these according to the Hazardous and Other Waste (Management and Transboundary Movement) Rules. Disposal is carried out through approved recyclers, co-processors, or Treatment, Storage, and Disposal Facilities.

d. **E-Waste:** Electronic waste is managed under the E-Waste (Management) Rules, ensuring proper disposal through authorized recyclers and dismantlers.

e. **Non-Hazardous Waste:** This comprises general office waste, scrap materials, and organic waste. Non-hazardous waste is sorted and managed through authorized vendors to ensure proper disposal and recycling.

f. **Training and Awareness:** The Company provides regular training and awareness programs for employees and workers to ensure compliance with its waste management policy. These programs are designed to promote best practices and ensure that all stakeholders are informed about effective waste management procedures.

g. **Regulatory Compliance:** The Company adheres strictly to relevant regulations and standards for hazardous and toxic waste management, to ensure compliance and enhance the effectiveness of the waste management practices.

h. **Wood and Paper Waste:** Company using reusable bigger Wooden Reels, which are returnable from customer end for packing our Finished Goods. Such returnable reels are reused/recycled several times, resulting in significant saving in Wood consumption. The Company has gradually initiated the recycling and reuse of a very small portion of its wood and paper waste. The remaining waste is responsibly disposed of through registered recyclers

i. **Plastic Waste:** The Company is making efforts to recycle and re-use the plastic waste. However currently, Company is selling Plastic Waste to registered recycler of the Plastic Waste.

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: [UNSDG: 6.6, 14.2, 15.1, 15.5]

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: [UNSDG: 6.3, 6.A, 12.4]

Name and brief details of Project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

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:

Sr. 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
NA				

Yes. The Company is in compliance with the applicable environmental law/ regulations/guidelines in India.

LEADERSHIP INDICATORS

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** [UNSDG: 7.2, 7.3, 8.4, 12.2, 13.1]

   Not Applicable

   For each facility / plant located in areas of water stress, provide the following information:

   (i) Name of the area: NA

   (ii) Nature of operations: NA

   (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not applicable as we do not have any plants/facility in water stressed areas as mentioned by government bodies	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not applicable as we do not have any plants/facility in water stressed areas as mentioned by government bodies	
– No treatment		
– With treatment -please specify level of treatment		
(ii) Into Groundwater		
– No treatment		
– With treatment -please specify level of treatment		
(iii) Into Seawater		
– No treatment		
– With treatment -please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment -please specify level of treatment		
(v) Others		
– No treatment		
– With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: No

2. ***Please provide details of total Scope 3 emissions & its intensity, in the following format:** [UNSDG: 3.9,12.4,13.1,14.3,15.2]

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	194519.46	152490.60
Total Scope 3 emissions per lakh rupees of turnover	MT/Rupees lakh	0.36	0.38
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		Not Available	Not Available

* The Company has considered five categories under the calculation of Scope 3. The data of only Silvassa (Units -1, 2 & 5) and Palej manufacturing facility is considered.

3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:** [UNSDG: 6.6,14.2,15.1,15.5]

   We don't have any offices/plants/operation facilities in ecological sensitive areas as mentioned by the government authorities.

4. **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:** [UNSDG:8.4,11.6,12.2,12.4]

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Power Factor Correction System	The Company has installed Power Factor Correction System to enhance power factor and reduce power losses.	This initiative led to a reduction in power consumption, which translated into cost savings and a decrease in energy-related emissions.
2	Installation of LED Lights and Sensors Lightings	Replaced traditional lighting with LED lamps and installed sensors based lighting for automatic control of lighting based on visibility.	The transition to LED lighting and the use of LDR sensors reduced energy consumption and maintenance costs, contributing to lower greenhouse gas emissions
3	Modernisation, Upgradation, Optimisation and / or Replacement of Plant & Machinery	Upgrading/Replacing/Modernising Plant and machinery to more energy-efficient models has saved substantial amount of energy during the year.	This initiative led to enhanced machine performance, reduced energy use, and improved production efficiency.
4	Rooftop Solar Power Installation	The Company has installed 1020 KW of Solar Rooftop Power.	This has resulted in reduction is energy use and GHG emission.

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

   Yes, the Company has a Business Continuity Policy and a Succession Planning Policy in place. These outline procedures to sustain or promptly resume critical operations during disruptions such as natural disasters or other unforeseen events. The Company also has a Risk Management Policy and a dedicated Risk Management Committee that regularly monitors and addresses key business risks to ensure preparedness and resilience.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   The Company has not identified any significant adverse environmental impact arising from its value chain at present. However, it plans to conduct an ESG audit of its value chain in the coming year to proactively assess and address potential risks. In the interim, the Company makes all reasonable efforts to support value chain partners upon specific requests, particularly in areas related to environmental compliance and sustainability practices.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   The Company is currently in the process of conducting a comprehensive evaluation of its value chain partners with regard to ESG (Environmental, Social, and Governance) aspects. It anticipates completing this evaluation in the coming year.

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

This principle underscores the organisation's commitment to transparency and responsibility when advocating for public policies. The Company maintains memberships with trade and industry associations to actively contribute to sustainable business issues. Authorised officials from the Company participate in industry forums, recognising their responsibility when representing the Company. They engage in constructive dialogues and discussions while refraining from lobbying or influencing public policy for personal gain. These principles are preserved in the Company's Code of Conduct and Business Practices, which applies to its representatives and affiliated entities.

ESSENTIAL INDICATORS:

1. a. **Number of affiliation with trade and industry chambers/ association**

   Nine

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Winding Wires Manufactures Association of India	National
2	All India Association of Industries	National
3	Indian Electrical and Electronics Manufacturers Association	National
4	Bombay Metal Exchange	National
5	Silvassa Industries Association	State
6	Silvassa Industries Manufacturers Association	State
7	Dadra Nagar Haveli Industries Manufacturers Association	State
8	Palej Industrial Estate Association	State
9	Engineering Export Promotion Council	National
10	Bombay Chamber of Commerce and Industry	National

* exact number of members of each body is not known.

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: [UNSDG: 16.3]

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

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity: [UNSDG:16.5]

Sr. No.	Public policy advocated	Method Resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others- please specify)	Web Link, if available
None					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

To foster inclusive growth and equitable development, it is crucial for businesses to innovate and contribute to the overall advancement of the country, particularly focusing on vulnerable, and marginalised communities, as outlined in Section 135 of the Companies Act, 2013.

The Company recognises its role as a socially responsible entity and understands the importance of fulfilling multiple social responsibilities alongside its financial commitments. Through its Corporate Social Responsibility (CSR) programmes, the Company aims to align its business operations and expansion with social, environmental, and economic objectives. The Company's CSR initiatives are guided by the belief that corporate sustainability is intricately linked to the sustainable development of the communities it serves and the environment.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. [UNSDG: 1.4,2.3,9.1,9.4,11.2]

Details of project	Notification No.	Notification	Conducted by independent external agency (Yes / No)	Communicated in public domain (Yes / No)	Web Link
None					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: [UNSDG: 1.4,2.3,9.1,11.2]

Nil

3. Describe the mechanisms to receive and redress grievances of the community. [UNSDG:1.4,2.3,9.1,9.4,16.6]

The Company has established a comprehensive mechanism to address community grievances through the Stakeholders Relationship Committee and the CSR Committee. The Stakeholders Relationship Committee manages the overall grievance process, while the CSR Committee specifically handles concerns related to community issues, working closely with local residents and stakeholders involved in CSR projects. Local residents near the plant can raise their concerns directly with the plant HR, and those participating in CSR programs can report issues during those interactions via email at hr@pwil.net or grievance@pwil.net. This integrated approach ensures that grievances are promptly and effectively resolved, reflecting the Company's commitment to strong community relations.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers [UNSDG: 8.3]

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs / small producers	Yes, from local sources i.e. MSME's, small producers and Service providers.	
Sourced directly from within the district and neighboring districts	Yes, from local sources i.e. MSME's, small producers and Service providers.	

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 2025-26	FY 2024-25
Rural	–	–
Semi Urban	–	–
Urban	–	–
Metropolitan	–	–

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

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):** [UNSDG:1.4,2.3]

Details of negative social impact identified	Corrective action taken
None	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:** [UNSDG:1.4,2.3]

Sr. No.	State	Aspirational District	Amount spent (In INR)
Nil			

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

   Yes, the Company is dedicated to cultivating an inclusive and diverse supply chain through the active implementation of a preferential procurement policy. This policy guarantees that Micro, Small, and Medium Enterprises (MSMEs), along with suppliers from marginalized and vulnerable groups, including Scheduled Castes, Scheduled Tribes, and women-owned businesses, receive equitable treatment and opportunities in all procurement processes. By prioritizing these groups, the Company aims to drive economic growth and empowerment, supporting sustainable development and fostering inclusive prosperity.

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

   MSME's, Small Producer/contractors, service providers including logistic providers

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

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:** [UNSDG: 8.1,9.1,9.5]

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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.**

Name of authority	Brief of the Case	Corrective action taken
None		

6. **Details of beneficiaries of CSR Projects:** [UNSDG:1.4,2.3]

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Please refer to our CSR Annual Report for FY 2025-26 on page no 38-39 of the Annual Report.			

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

ESSENTIAL INDICATOR

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback:** [UNSDG: 16.6]

   The Company is mainly in B2B Business. We have well established system to resolve customer complaints and obtain feedback from them. The Company places significant value on the trust, satisfaction, and loyalty of its customers, who are central to its business operations. It is dedicated to ensure quality of its products and actively engage with customers to address their needs and preferences.

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 product	NA
Safe and responsible usage	Ours is an Industrial product conforming to domestic and international specification
Recycling and / or safe disposal	NA

3. **Number of consumer complaints in respect of the following:** [UNSDG: 16.3,16.10]

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	–	0	0	–
Advertising	0	0	–	0	0	–
Cyber-security	0	0	–	0	0	–
Delivery of essential services	0	0	–	0	0	–
Restrictive Trade Practices	0	0	–	0	0	–
Unfair Trade Practices	0	0	–	0	0	–
Other	0	0	–	0	0	–

4. **Details of instances of product recalls on account of safety issues:** Product recalls are mainly due to handling in route - [UNSDG:16.3]

	Number	Reason for recall
Voluntary recalls	Nil	–
Forced recalls	Nil	–

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** [UNSDG: 16.3, 16.10]

   Yes, during the year Company has adopted information security and data privacy policy, as a primary initiative.

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**

   Nil

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

   a. Number of instances of data breaches: Nil

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

   c. Impact, if any, of the data breaches: Nil

LEADERSHIP INDICATORS

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

   The details of the Company's products and their respective categories can be accessed on Company's website at https://precisionwires.in

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** (UNSDG: 12.8,16.3]

   The Company manufactures its products in accordance with the technical specifications provided by customers. As such, customers are pre-informed about the intended usage and handling of the products during the specification and order finalization process. This ensures safe and responsible use of the products in alignment with customer requirements

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

   While the Company's products are not classified as essential services, it maintains a proactive approach to ensuring uninterrupted availability. To date, the Company has not faced any disruptions or discontinuations in its services. However, should any risk of disruption arise, the Company is committed to informing its consumers promptly and transparently. Its mechanisms for communication include direct notifications through its customer service channels, updates on its website, and announcements via email. This approach ensures that the customers are well-informed and can take any necessary actions in response to potential service changes.

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)** [UNSDG: 12.8,16.3,]

   Yes, the Company displays product information in compliance with local laws and regulations.

   Regarding consumer satisfaction, the Company actively conducts annual customer satisfaction surveys to gather feedback on its major products. These surveys help the Company to assess and improve its offerings based on customer experiences.

For and on behalf of the Board

Milan Mahendra Mehta
Chairman and Managing Director
DIN: 00003624