

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

Sr.No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L29230KA1953GOI000748
2.	Name of the Listed Entity:	H.M.T. LIMITED
3.	Date of Incorporation:	07-02-1953
4.	Registered office address:	HMT Bhavan, # 59, Bellary Road, Bengaluru, Karnataka 560032, India
5.	Corporate address:	HMT Bhavan, # 59, Bellary Road, Bengaluru, Karnataka 560032, India
6.	E-mail:	cosey@hmtindia.com
7.	Telephone:	91-80-23330333
8.	Website:	www.hmtindia.com
9.	Financial year for which reporting is being done: Current Financial Year: Previous Financial Year: Prior to Previous Financial Year:	 01-04-2024 to 31-03-2025 01-04-2023 to 31-03-2024 01-04-2022 to 31-03-2023
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited, National Stock Exchange of India Limited
11.	Paid-up Capital:	Rs. 355,60,16,400/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Name: Contact: E mail:	Name: Shri. Karthik G Designation: Deputy General Manager (AM, CP & A) Add: HMT Bhavan No.59, Bellary Road, Bengaluru - 560032 Tel.: 91-80-23330333 E-Mail: <a href="mailto:cplg@hmtindia.com">cplg@hmtindia.com</a>
13.	Reporting boundary:	Disclosures made in this report are on a standalone basis.
14.	Whether the company has undertaken reasonable assurance of the BRSR Core?	No
15.	Name of assurance provider	-
16.	Type of assurance obtained	-

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Dairy & food processing equipment & turnkey projects through HMT Food	Sale of Dairy & Food Processing equipment & solution for dairy plant & milk powder plant on	43%

	Processing Machinery Division, Aurangabad	turn-key basis.	
2.	Assembly and sale of watches through HMT Auxiliary Business Division, Bengaluru	Sale of Wrist watches, Tower Clocks, Floral clocks etc.,	57%

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

Sr. No.	Product/Service	NIC Code	% of total contributed Turnover
1	Manufacturing of Dairy & food processing equipment & turnkey projects through HMT Food Processing Machinery Division, Aurangabad	28251	43%
2	Manufacture and Sale of Watches	26521	57%

### III. Operations

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

Location	Number of plants/Units	Number of offices	Total
National	2	4	6
International	0	0	0

20. Markets served by the entity:

**A. Number of locations**

Locations	Number
National (No. of States)	28 (States), 8 (Union Territories)
International (No. of Countries)	44

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

3.86%

**C. A brief on types of customers**

*The Company has wide range of customers from Individual to Private Companies (Domestic & International) and Public Sector Undertakings, including State Milk Federations, District Milk Unions at District Level etc.*

## IV. Employees

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

#### A. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	24	16	66.67%	8	33.33%	0	0.00%
2.	Other than Permanent (E)	5	3	60.00%	2	40.00%	0	0.00%
3.	Total employees (D + E)	29	19	65.52%	10	34.48%	0	0.00%
<b>WORKERS</b>								
4.	Permanent (F)	21	15	71.43%	6	28.57%	0	0.00%
5.	Other than Permanent (G)	8	8	100.00%	0	0.00%	0	0.00%
6.	Total workers (F + G)	29	23	79.31%	6	20.69%	0	0.00%

#### B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%

<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

### 22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	4	3	75
Key Management Personnel*	2	1	50

\*In HMT, KMP includes Chairman & Managing Director, Company Secretary (CS) and Chief Financial Officer (CFO); w.r.t. row no. 2 in the table above, only CS & CFO are considered.

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

	FY2024-25				FY2023-24				FY 2022-23			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	31.25%	12.50%	0.00%	25.00%	15.78%	0.00%	0.00%	10.71%	4.34%	11.11%	0.00%	6.25%
Permanent Workers	40.00%	16.66%	0.00%	31.81%	9.52%	0.00%	0.00%	7.14%	4.10%	0.00%	0.00%	3.23%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	HMT Machine Tools Limited CIN: U02922KA1999GOI025572	Subsidiary	100%	No
2.	HMT Watches Limited CIN: U33301KA1999GOI025573	Subsidiary	100%	No
3.	H.M.T. (International) Limited CIN: U33309KA1974GOI002707	Subsidiary	100%	No
4.	SUDMO-HMT Process Engineers (India) Limited CIN: U05190KA1994PLC024253	Joint Venture	50%	No
5.	Gujarat State Machine Tools Corporation Limited CIN: U29220GJ1975SGC002669	Associate	39.86%	No

## VI. CSR Details

25. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in Rs.): Rs. 26,17,31,102/-  
(iii) Net worth (in Rs.): Rs. 4,74,92,71,551/-

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY2024-25			FY2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	34	0	NIL	27	0	NIL

Investors (other than shareholders)	No	0	0	NIL	0	0	NIL
Shareholders	Yes The contact details provided at <a href="https://www.hmtindia.com/investor-relation/investors-grievance/">https://www.hmtindia.com/investor-relation/investors-grievance/</a>	16	0	NIL	31	0	NIL
Employees and workers	Yes <a href="https://www.hmtindia.com/policies/">https://www.hmtindia.com/policies/</a>	0	0	NIL	0	0	NIL
Customers	Yes <a href="https://www.hmtindia.com/policies/">https://www.hmtindia.com/policies/</a>	415	0	NIL	293	0	NIL
Value Chain Partners	NA	-	-	-	-	-	-
Other	-	-	-	-	-	-	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	R	HMT has Corporate Governance framework by strictly adhering to statutory norms and following the best practices.  Being a Government Company, the appointment of all Directors and fixation of terms and conditions (including tenure & remuneration of Functional Directors) are made by the Government of India. The Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply the same.	Administrative Ministry being requested to fill up the requisite number of Directors.	Negative Implications
2	Skilled Manpower	R	Development of new products/services or area of business require specific skill set and competencies.	Reskilling of workforce and hiring of required skill sets through	Negative Implications

				Fixed Term Appointment (FTA).	
3	Equal Opportunity & Non discrimination	O	During the recruitment as well as service period, Company ensures an equal opportunity and non-discrimination like gender, caste, religion, race, region etc in line with the Government Policies	-	Positive Implications
4	Environment & Sustainability	R	This is pertaining to issues on pollution control and discharge of emissions. When the regulations become stricter then requires much closer monitoring.	These risks associated with environmental pollution through the discharge of waste and hazardous emissions, which may cause damage to the local ecology and environment. -Various initiatives such as Water management, Waste management, Emission management and Energy management are taken up by the company by establishing sewage treatment plants, recycling of industrial waste water, and extensive plantation and creation of green belts to de-risk and protect the environment.	Negative Implications
5	Local community involvement and social development	O	Maintaining healthy relationships with local communities has enabled the company to effectively contribute to social development and thus create foundation for a sustainable business.	The Company continues to engage in CSR and social activities to create deeper bonds with the community at large.	Positive Implications
6	Health and Safety	R	Safeguarding the health and safety of our employees is an integral part of our business. We are constantly working towards ensuring total adherence to the Company's safety, health, and environmental policy.	Company provide health and safety training to all our employees on how to maintain safety in the workplace environment.	Negative Implications

7	Water and waste management	O	Reduction in impact on the environment by efficiently managing & recycling/ reusing natural resources like water and waste generated during operations	The company by establishing sewage treatment plants, recycling of industrial waste water, and extensive plantation and creation of green belts to de-risk and protect the environment	Positive Implications
8	Customer Satisfaction	O	The Company provides products and services that enhance value and customer satisfaction by means of continual improvement in People, Systems, Processes, Technology and Practices.	The Company has come up with new products with value for Customers, superior in quality and energy efficient.	Positive implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.hmtindia.com/policies/">https://www.hmtindia.com/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No) ?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No) ?	N	N	N	N	N	N	N	N	N
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.	<i>Policies are in line with the applicable statutes / guidelines / rules etc., issued by Govt and other Regulatory Authorities and updated from time to time.</i>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Excel lent*	Excel lent*	Excel lent*	Excel lent*	Excel lent*	Excel lent*	Excel lent*	Excel lent*	Excel lent*
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )	<i>HMT has been an environmentally conscious organization. Company attaches highest priority to occupational health, safety and protection of environment in and around its areas of operation.</i>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p><i>Name: Rajesh Kohli (w.e.f 05.04.2024)</i>  <i>Designation: Chairman &amp; Managing Director (Addl. Charge)</i>  <i>DIN: 10333951</i>  <i>Telephone No: 080-23330333</i>  <i>Email ID: cmd@hmtindia.com</i></p> <p><i>Name: Krishnaswami Ravishankar (upto 05.04.2024)</i>  <i>Designation: Chairman &amp; Managing Director (Addl. Charge)</i>  <i>DIN: 10540509</i>  <i>Telephone No: 080-23330333</i>  <i>Email ID: cmd@hmtindia.com</i></p>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p><i>Yes</i>  <i>Name: Rajesh Kohli (w.e.f 05.04.2024)</i>  <i>Designation: Chairman &amp; Managing Director (Addl. Charge)</i>  <i>DIN: 10333951</i>  <i>Telephone No: 080-23330333</i>  <i>Email ID: cmd@hmtindia.com</i></p> <p><i>Name: Krishnaswami Ravishankar (upto 05.04.2024)</i>  <i>Designation: Chairman &amp; Managing Director (Addl. Charge)</i>  <i>DIN: 10540509</i>  <i>Telephone No: 080-23330333</i>  <i>Email ID: cmd@hmtindia.com</i></p>								

\*Projected rating/grading for FY 2024-25 as per DPE guidelines for Corporate Governance

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the policies are reviewed periodically (Annually) or on a need basis by respective Committees of Board and recommended to the Board for approval.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Status of Compliances are placed before Committees of Board and Board of Directors on quarterly basis. Policies and procedures of the organization are subject to audits/ reviewed by CAG etc.																	

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.	No, Policies and procedures of the Company are subject to audits/ reviews by CAG, Parliamentary Committees, Administrative Ministry, etc.
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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors*	10	Posh Awareness, Health Awareness on Cancer, Work Life Balance, TB Elimination Program, Vigilance Awareness Program	25%
@Key Managerial Personnel (KMP) **	13	Posh Awareness, Health Awareness on Cancer, Work Life Balance, TB Elimination Program, Vigilance Awareness Program, Cybersecurity and AI in Corporate Governance & Navigating Recent	54%

		Regulatory Orders under Companies Act 2013, Women in Leadership & Corporate Governance, Risk and Compliance: Strategies for Sustainable Success, Analysis of Financial Statements	
Employees other than BoD and KMPs	10	Posh Awareness, Health Awareness on Cancer, Work Life Balance, TB Elimination Program, Vigilance Awareness Program	95%
Worker	10	Posh Awareness, Health Awareness on Cancer, Work Life Balance, TB Elimination Program, Vigilance Awareness Program	92%

Note: \*Some Functional Directors could attend the awareness programmes conducted at HMT

\*\*Some training was attended by some KMPs specific to area of operations.

@In HMT, KMP includes Chairman & Managing Director, Company Secretary (CS) and Chief Financial Officer (CFO); w.r.t. row no. 2 in the table above, only CS & CFO are considered.

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):

<b>Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal be preferred? (Yes/No)</b>
<b>Penalty/Fine</b>	-	-	0	-	-
<b>Settlement</b>	-	-	0	-	-
<b>Compounding Fees</b>	-	-	0	-	-
<b>Non-Monetary</b>					
	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>	<b>Brief of the Case</b>		<b>Has an appeal be preferred? (Yes/No)</b>
<b>Imprisonment</b>	-	-	-		-
<b>Punishment</b>	-	-	-		-

Note: Due to Non-Compliance of the SEBI (LODR) Regulation, 2015 for composition of the Board of Directors / Board Level Committees and delay in submission of annual results, stock exchanges have levied fines and the Company has requested for waiver of the same along with processing fee.

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.

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-	-
-	-	-

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.

Yes, Conduct, Discipline & Appeal Rules weblink - [www.hmtindia.com/wp-content/uploads/2022/10/HMT-Ltd-CDA-Rules-2020](http://www.hmtindia.com/wp-content/uploads/2022/10/HMT-Ltd-CDA-Rules-2020)

Whistle blower policy link [https://www.hmtindia.com/wp-content/uploads/2021/07/HMT\\_Whistle\\_Blower\\_Policy.pdf](https://www.hmtindia.com/wp-content/uploads/2021/07/HMT_Whistle_Blower_Policy.pdf)

The Company is subject to RTI Act 2005, audit by Statutory Auditors and CAG audit under section 139 of the Companies Act, 2013.

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

	FY2024-25	FY2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY2024-25		FY2023-24	
	Numbers	Remarks	Numbers	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs (other than directors)	0	-	0	-

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

*Not applicable*

*Note: Administrative Ministry has been requested to appoint requisite number of Independent Directors including one Independent Women Director on the Board of Directors of the Company to comply with listing requirements and Companies Act, 2013. The company shall make efforts in the submission of annual results to stock exchanges within the stipulated period.*

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

	<b>FY2024-25</b>	<b>FY2023-24</b>
i) Accounts payable x 365 days	73009371375	94728546360
ii) Cost of goods/ services procured	95844834	350244268
iii) Number of days of accounts payables	762*	270

**Note:** \*Due to non-settlement of suppliers payment relating to closed project at Indore, Madhya Pradesh, on account of back-to-back payment mechanism with the customer.

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:

<b>Parameter</b>	<b>Metrics</b>	<b>FY2024-25</b>	<b>FY2023-24</b>
Concentration of Purchases	a. i) Purchases from trading houses	0.00	0.00
	ii) Total purchases	95844834.00	350244268.00
	iii) Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. i) Purchases from top 10 trading houses	0.00	0.00
	ii) Total purchases from trading houses	0.00	0.00
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. i) Sales to dealer / distributors	0.00	0.00
	ii) Total Sales	261731102.00	479123558.00
	iii) Sales to dealer / distributors as % of total sales	0.00%	0.00%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. i) Sales to top 10 dealers / distributors	0.00	0.00
	ii) Total Sales to dealer / distributors	0.00	0.00
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0.00%	0.00%
Share of RPTs in	a. i) Purchases (Purchases with related parties)	0.00	0.00
	ii) Total Purchases	0.00	0.00
	iii) Purchases (Purchases with related parties as % of	0.00%	0.00%

	Total Purchases)		
	b. i) Sales (Sales to related parties)	0.00	3983196.00
	ii) Total Sales	261731102.00	479123558.00
	iii) Sales (Sales to related parties as % of Total Sales)	0.00%	0.83%
	c. i) Loans & advances given to related parties	418400623.00	326629240.00
	ii) Total loans & advances	3735735385.00	3313838177.00
	iii) Loans & advances given to related parties as % of Total loans & advances	11.20%	9.86%
	d. i) Investments in related parties	0.00	0.00
	ii) Total Investments made	0.00	0.00
	iii) Investments in related parties as % of Total Investments made	0.00%	0.00%

### Leadership Indicators

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

Sr. No.	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
-	-	-	-

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

*Yes. The Company receives annual declarations from its Directors and KMPs on the entities they are interested in and ensures requisite approvals as required under the applicable laws as well as the Company's policies are in place before transacting with such entities / individuals. The Company's Board has approved a Code of Business Conduct & Ethics for all Board Members and Senior Management Personnel'.*

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

### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	<b>FY2024-25</b>	<b>FY2023-24</b>	Details of improvements in environmental and social impacts
R&D	0%	0%	Nil
Capex	0%	0%	Nil

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

*Yes, Company has proper procedures for sustainable sourcing.*

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

*HMT has a procurement policy that supports sustainable sourcing. HMT has implemented e-procurement/ GeM as business improvement and sustainable business practice. HMT sources various input material and component from several of its value chain partners, 66.81% of our inputs are sourced sustainably.*

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

*HMT products fall under capital goods category where product life goes beyond 25 years in majority of cases. The market requirement is for extension of the life of products or systems through process of refurbishments. After end of desired life of capital goods, they become unfit for reuse and hence being disposed as scrap by owner of the capital good products.*

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.

*No*

### 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? Not Applicable

NIC Code	Name of the Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.
-	-	-	-	-	-

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

Name of Product/ Service	Description of the risk / concern	Action Taken
-	-	-

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).

Indicate input material	Recycled or re-used input material to total material	
	FY2024-25	FY2023-24
-	Nil	Nil

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:

	FY2024-25			FY2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

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

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

#### **Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	16	0	0.00%	16	100%	-	-	16	100%	0	0.00%
Female	8	0	0.00%	8	100%	8	100%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>24</b>	<b>0</b>	<b>0.00%</b>	<b>24</b>	<b>100%</b>	<b>8</b>	<b>33.33%</b>	<b>16</b>	<b>66.67%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent employees</b>											
Male	3	0	0.00%	3	100%	-	-	3	100%	0	0.00%

Female	2	0	0.00%	2	100%	2	100%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	5	0	0.00%	5	100%	2	40%	3	60%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	15	0	0.00%	15	100%	-	-	15	100%	0	0.00%
Female	6	0	0.00%	6	100%	6	100%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	21	0	0.00%	21	100%	6	28.57%	15	71.43%	0	0.00%
<b>Other than Permanent workers</b>											
Male	8	0	0.00%	8	100%	-	-	8	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	8	0	0.00%	8	100%	0	0.00%	8	100%	0	0.00%

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

	<b>FY2024-25</b>	<b>FY2023-24</b>
i) Cost incurred on well-being measures	3564676	3944776
ii) Total revenue of the company	851504843	991795153
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.42%	0.40%

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

Benefits	<b>FY 2024-25</b>			<b>FY2023-24</b>		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0%	NA	0%	0%	NA
Others (Please specify)	-	-	-	-	-	-

### 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

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 provided reservations for PWD in recruitments as per Government Directives and complies with provisions of Rights of Persons with Disabilities Act, 2016.*

*The company is an equal opportunity employer and does not discriminate on the basis of gender, race, caste, religion, linguistic, region etc. in recruitment and employment relationship.*

*Weblink: <https://www.hmtindia.com/employee-home-2/>*

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Other	0	0	0	0
Total	100	100	100	100

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

*HMT has a well laid out grievance redressal mechanism and grievance committee for resolution of complaints and grievances while keeping in mind the principles of natural justice, confidentiality, sensitivity, and no retaliation for employees. Redressal of grievance shall also be adopted through whistle blower mechanism. The Company also has an Internal Complaints Committee under POSH Policy to redress the grievances, if any.*

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

Category	FY2024-25			FY2023-24		
	Total Employees/workers in respective category (A)	No. of Employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total Employees/workers in respective category (C)	No. of Employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	24	24	100%	28	28	100%
Male	16	16	100%	19	19	100%
Female	8	8	100%	9	9	100%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	21	21	100%	28	28	100%
Male	15	15	100%	21	21	100%
Female	6	6	100%	7	7	100%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY2024-25					FY2023-24				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety measures		On Skill Upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Male	16	16	100%	0	0.00%	19	0	0.00%	1	5.26%
Female	8	8	100%	1	12.50%	9	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	24	24	100%	1	4.17%	28	0	0.00%	1	3.57%
<b>Workers</b>										
Male	15	15	100%	0	0.00%	21	0	0.00%	0	0.00%
Female	6	6	100%	0	0.00%	7	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	21	21	100%	0	0.00%	28	0	0.00%	0	0.00%

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

Category	FY2024-25			FY2023-24		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	16	16	100%	19	19	100%
Female	8	8	100%	9	9	100%
Other	0	0	0.00%	0	0	0.00%
Total	24	24	100%	28	28	100%
<b>Workers</b>						
Male	15	15	100%	21	21	100%
Female	6	6	100%	7	7	100%
Other	0	0	0.00%	0	0	0.00%
Total	21	21	100%	28	28	100%

10. Health and safety management system:

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

*Yes. All the manufacturing Units of the Company is covered under the Occupational Health and Safety Management System.*

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 system includes risk identification, risk assessment, risk mitigation and controls, training of employees, internal and external audits, management reviews, corrective and preventive actions*

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

*Yes. The process is available at all locations.*

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

*Yes. Available in all units to all category of employees.*

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

Safety Incident/Number	Category*	FY2024-25	FY2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0

	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy work place. *Compliance with statutory requirements, safety systems, engineering controls, observing safety week, safety training and promoting safety cultures.*

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

	FY2024-25			FY2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

*No Significant risk/concern was reported on health and safety and /or working conditions of value chain partners.*

### Leadership Indicators

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

*Yes, HMT extends Death Relief Assurance Fund*

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

*Yes, the measures are being taken care of by the contract organizations.*

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

	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	
	FY2024-25	FY2023-24	FY2024-25	FY2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

*Yes, The Company provides training and career development opportunities to its employees which allows them smooth transition into different career fields.*

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

*No Significant risk/concern was reported on health and safety and /or working conditions of value chain partners.*

## **PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

### **Essential Indicators**

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

*All individuals/ groups of individuals or entities which are affected by our operations, product and/or services, or can influence and /or have interest in our operations, product and/or services are mapped as stakeholders.*

*HMT has identified Customers, Employees, Contract support staff, Investors, suppliers, Government, Media and Local Communities as the key Stakeholders.*

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Monthly Newsletter, Notice Boards, Intranet Websites, Shop Floor, Plant Council and Meetings	Need basis	Career management and growth, learning opportunities, new initiatives and gathering of information feedback
Customers	No	Visits, Meetings, Survey, Newsletters, Brochures, social media, and e-mail	Need basis	Information on business offering and to understand customer requirements
Investors	No	Meetings, Press Release And Stock Exchanges	Quarterly and Need Basis	Investor related communication
Suppliers	No	Supplier Meetings, Social Media, and Mailers	Need basis	To educate about the recent developments in the industry
Government / Regulatory Bodies	No	Policy advocacy, Partnership with industry bodies and Meetings	Need basis	Ensure compliance
Local Community / Society	No	Press Release, Social Media, NGOs	Need basis on the characteristics of each CSR projects	To develop the CSR project along with the community, according to the need of the community

### Leadership Indicators

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

*During the Annual General Meeting, there will be interaction by shareholders on various queries regarding the performance, strategies and outlook of the Company. They share their grievances,*

provide valuable feedback on improvements performance, not only from a business perspective but also on critical economic, environmental and social topics/ areas. The suppliers feedback is discussed in the meeting of top management of HMT. The customer grievances/ feedback is taken by the company on various platforms viz. CPGRAM, etc., The Company's approach towards CSR is in line with guidelines of Department of Public Enterprises, the Government of India wherein the Company targets on aspirational districts.

- 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. Each of the stakeholder group bring a different perspective on materiality & views of which shall be considered during formulation of policies and activities of the Company.

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

The Company focuses on serving disadvantaged, vulnerable and marginalized stakeholders in core areas through various CSR initiatives. CSR programs in the areas of education, women empowerment, clean water and sanitation, skilling and livelihood, health and well-being were taken up for marginalized sections of communities including aspirational districts identified by Government of India.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY2024-25			FY2023-24		
	Total (A)	No. of Employees/ workers covered (B)	% (B/A)	Total (C)	No. of Employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	24	0	0.00%	28	0	0.00%
Other than Permanent	5	0	0.00%	6	0	0.00%
Total Employees	29	0	0.00%	34	0	0.00%
<b>Workers</b>						
Permanent	21	0	0.00%	28	0	0.00%
Other than Permanent	8	0	0.00%	0	0	0.00%
Total Workers	29	0	0.00%	28	0	0.00%

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

Category	FY2024-25					FY2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	24	0	0.00%	24	100%	28	0	0.00%	28	100%
Male	16	0	0.00%	16	100%	19	0	0.00%	19	100%
Female	8	0	0.00%	8	100%	9	0	0.00%	9	100%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	5	0	0.00%	5	100%	6	0	0.00%	6	100%
Male	3	0	0.00%	3	100%	3	0	0.00%	3	100%
Female	2	0	0.00%	2	100%	3	0	0.00%	3	100%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Workers</b>										
Permanent	21	0	0.00%	21	100%	28	0	0.00%	28	100%
Male	15	0	0.00%	15	100%	21	0	0.00%	21	100%
Female	6	0	0.00%	6	100%	7	0	0.00%	7	100%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	8	0	0.00%	8	100%	0	0	0.00%	0	0.00%
Male	8	0	0.00%	8	100%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	100%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	0	0	0	0	0	0
Key Managerial Personnel*	1	1691097	1	1534571	0	0
Employees other than BoD and KMP	18	792013	9	801561	0	0
Workers	24	326526	6	565545	0	0

\*In HMT, KMP includes Chairman & Managing Director, Company Secretary (CS) and Chief Financial Officer (CFO); w.r.t. row no. 2 in the table above, only CS & CFO are considered.

b. Gross wages paid to females

	<b>FY2024-25</b>	<b>FY2023-24</b>
Gross wages paid to females	14673333	15748527
Total wages	67205136	75487028
Gross wages paid to females (Gross wages paid to females as % of total wages)	21.83%	20.86%

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. Grievance Redressal Officers are identified in each units of HMT to address human rights issues.*

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

*HMT has a well laid out grievance redressal mechanism and grievance committee for resolution of complaints and grievances while keeping in mind the principles of natural justice, confidentiality, sensitivity, and no retaliation for employees. Redressal of grievance shall also be adopted through whistle blower mechanism. The Company also has an Internal Complaints Committee under POSH Policy to redress the grievances, if any.*

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

	<b>FY2024-25</b>			<b>FY2023-24</b>		
	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 related issues	0	0	-	0	0	-

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

	<b>FY2024-25</b>	<b>FY2023-24</b>
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the	14	16

beginning of the year and as at end of the year		
iii) Complaints on POSH as a % of female employees / workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

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

*The Company has policies in place to protect the identity of the complainant. it protects complainants from discrimination, victimization, retaliation, or adoption of any unfair employment practices. The Internal Complaints Committee constituted under POSH Policy is a mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.*

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

*Yes, human rights requirement forms a part of business agreement or contract. Statutory and regulatory requirement clauses stipulate human values, child labour, equal remuneration and social security. The service contracts between HMT and service provider contain a clause, meeting human rights requirement like child labour, minimum wages etc.*

10. Assessments for the year:

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

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

*Not applicable*

### **Leadership Indicators**

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

*The Company has not received any complaint on the human rights issues. The Company strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The same is ensured in the 24 company's policies, procedures and practices.*

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

*During periodic audit at Units and offices, it is ensured compliance with all the Statutory laws/ Regulatory requirement and rules made thereunder. The Company conducts various programmes, platforms where employees can highlight issues or raise concerns faced at the workplace.*

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:

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

*Not applicable*

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

### **Essential Indicators**

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

**Whether total energy consumption and energy intensity is applicable to the company? (Yes/No)**

Yes

Revenue from operations (in Rs.)	FY2024-25	FY2023-24
	261731102	479123558

Parameter	Units	FY2024-25	FY2023-24
<b>From renewable sources</b>			
Total electricity consumption (A)	Kilojoule (KJ)	0	0
Total fuel consumption (B)	Kilojoule (KJ)	0	0
Energy consumption through other sources (C)	Kilojoule (KJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Kilojoule (KJ)	0	0
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Kilojoule (KJ)	19148755070	19080151000
Total fuel consumption (E)	Kilojoule (KJ)	135360	11001600
Energy consumption through other sources (F)	Kilojoule (KJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Kilojoule (KJ)	19148890430	19091152600
Total energy consumed (A+B+C+D+E+F)	Kilojoule (KJ)	19148890430	19091152600

Energy intensity per rupee of turnover (Total energy consumption / Revenue from operations)	Kilojoule (KJ) / Rs.	73.1624567492	39.845990207
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Kilojoule (KJ) / Rs.	0	0
Energy intensity in terms of physical output	Kilojoule (KJ)	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity			

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.

No

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

Parameter	FY2024-25	FY2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0	0
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0	0
Water intensity in terms of physical output	0	0
Water intensity (optional) –the relevant metric may be selected by the entity		

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:

Parameter	FY2024-25	FY2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Ground water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. *No*
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

**Whether air emissions (other than GHG emissions) by the entity is applicable to the company? (Yes/No) *No***

Parameter	Please specify unit	FY2024-25	FY2023-24
Nox	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

**Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company? (Yes/No) No**

Parameter	Unit	FY2024-25	FY2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	-	-
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	-	-
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If Yes, name of external agency.

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

No

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

Parameter	FY2024-25	FY2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any.	0	0

(Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G+ H)	0	0
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0	0
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If Yes, name of 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.

*HMT recycles plastic waste through authorized recyclers. Further, all plant locations have STP or waste water treatment plant. There are no hazardous and toxic chemicals being used in our products. Hazardous wastes are disposed off through authorised collection vendors*

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:

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.
-	-	-	-

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

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

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/NA). If not, provide details of all such non-compliances, in the following format:

*Yes, HMT is compliant with the applicable environmental law/ regulations/ guidelines in India*

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

### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
For each facility / plant located in areas of water stress, provide the following information:  
(i) Name of the area  
(ii) Nature of operations  
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY2024-25	FY2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground water	-	-
(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	-	-
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:

**Whether total Scope 3 emissions & its intensity is applicable to the company? (Yes/No) No**

Parameter	Unit	FY2024-25	FY2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

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.

*Not applicable*

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:

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

5. Does the entity have a business continuity and disaster management plan? Details of entity at which business continuity and disaster management plan is placed or weblink.

*Yes. units of HMT are having emergency preparedness plans to handle any disaster which is designed to contain the incident, minimize casualties/ prevent further injuries, mitigation measures etc. Awareness/training will be provided to each employees on their role in case of emergency.*

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.

*Not applicable*

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

*100% of value chain partners were assessed for environmental impact.*

8. How many Green Credits have been generated or procured:  
 a. By the listed entity- 0  
 b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners- 0

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations. 0

- 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/International)
1	-	-
2	-	-
3	-	-
4	-	-
5	-	-
6	-	-

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.

Sr. No.	Name of the Authority	Brief of the case	Corrective action taken
-	-	-	-
-	-	-	-

### Leadership Indicators

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

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
-	-	-	-	-	-
-	-	-	-	-	-

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

#### Essential Indicators

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

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

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

Sr. No.	Name of the projects for which R&R is ongoing	State	District	No. of project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

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

*Through Centralised Public Grievance Redress and Monitoring System (CPGRAMS)/ Public Grievance Portal grievances will be received & assigned to Public Grievance Officer in HMT.*

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

	FY2024-25	FY2023-24
Directly sourced from MSMEs/ Small producers	53.21%	21.95%
Sourced directly from within the district and neighboring districts	43.32%	16.49%

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	FY2024-25	FY2023-24
<b>1. Rural</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii) Total Wage Cost	0	0
iii) % of Job creation in Rural areas	0%	0%
<b>2. Semi-urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii) Total Wage Cost	0	0
iii) % of Job creation in Semi-Urban areas	0%	0%
<b>3. Urban</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	5003397	3284534
ii) Total Wage Cost	67205136	75487000
iii) % of Job creation in Urban areas	7.44%	4.35%
<b>4. Metropolitan</b>		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii) Total Wage Cost	0	0
iii) % of Job creation in Metropolitan area	0%	%

(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):

Sr. No.	Details of negative social impact identified	Corrective action taken
-	-	-
-	-	-

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

Sr. No.	State	Aspirational District	Amount spent (in INR)
NIL	NIL	NIL	NIL

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

Yes

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

*Company has been supporting Micro and Small Enterprises (MSEs). Preferences as mandated in the Public Procurement Policy for Micro and Small Enterprises (MSEs) Order for MSEs (issued by Ministry of MSME-Gol), are followed.*

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

*HMT procured 53.20% of its procurement from MSMEs in FY2024-25.*

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:

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

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.

*No dispute related to Intellectual Property rights emerged during FY 2024-25*

Sr. No.	Name of the Authority	Brief of the case	Corrective action taken
-	-	-	-

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Contribution of Genexpert 4/4 Module 10 Optic Channel Cartridge based Nucleic Acid Amplification Test (CBNAAT) Machine to Government District TB Center, Mandya, Karnataka	7300*	75%
2	Contribution of One Medical Equipment 2-Channel Electrotherapy with laser and Ultrasound to M/s Shri Guruji Seva Nyas	9228*	88%
3	Contribution of Medical Instruments to Mandya Institute of Medical Sciences, Mandya, Karnataka	10500*	60%
4	Contribution of Educational related items to M/s Bless Society of Rural and Urban Development in Bangalore, Karnataka	80*	100%

\*Approximately no. of persons benefitted in a year.

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

**Essential Indicators**

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

*Mechanism is in place in HMT to record customer feedbacks through various ways. Company has multiple avenues to raise complaint and feedback for customer convenience like letters, emails, phone calls and during meetings. The complaints are escalated for resolution. Subsequently, the information is utilised to improve the business operations / services.*

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

	<b>As a percentage to total turnover</b>
Environmental and Social parameters relevant to the product	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

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

	<b>FY2024-25</b>		<b>Remarks</b>	<b>FY2023-24</b>		<b>Remarks</b>
	<b>Received during the year</b>	<b>Pending resolution at the end of year</b>		<b>Received during the year</b>	<b>Pending resolution at the end of year</b>	
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:

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recalls	0	0
Forced recalls	0	0

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

*Yes, the Company has framework on cyber security & risks related to data privacy/data security which is covered in the Risk Management Policy of the Company at weblink <https://www.hmtindia.com/policies/>*

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

*Not applicable*

7. Provide the following information relating to data breaches:
- Number of instances of data breaches along-with impact - 0
  - Percentage of data breaches involving personally identifiable information of customers – 0%
  - Impact, if any, of the data breaches - *Not applicable*

### **Leadership Indicators**

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

*Information on all product and services can be easily accessible to all customer on HMT website at <https://www.hmtindia.com/>*

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

*As per the contractual terms and conditions, HMT provides to customers the Operation Manual and training on products or systems.*

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

*The customers are informed through e-mailers/letters and any other communication means agreed to in the Contract/Purchase Order regarding any risk of disruption/discontinuation of essential services.*

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA) 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/NA)

*Yes. All the required and standard information are displayed/stenciled on the products dispatched by HMT. Yes. HMT conducts customer satisfaction survey for major products/ services. The Company also displays information about products benefits and dos and don'ts over and above the mandatory information required by law. This information is published on product packaging, instruction manuals, product listings.*

**For and on behalf of the Board of Directors**

Sd/-

**(Rajesh Kohli)**

Chairman & Managing Director  
(Addl. Charge)

Place: Bengaluru  
Date: 29.09.2025